

POSTE ITALIANE IN THE BLOOMBERG GENDER EQUALITY INDEX FOR THE SECOND YEAR RUNNING

The Group led by Matteo Del Fante confirms its global leadership in promoting and applying the principles of equality

Rome, 27th January 2021 – Poste Italiane enters for the second consecutive year the Bloomberg Gender Equality Index (GEI), the world's reference index on gender equality. The Company scored significantly higher than the average score of companies evaluated in the GEI, which evaluates 380 companies from 11 sectors with a combined market capitalisation of USD 14 trillion based in 44 countries and regions.

The Gender Equality Index monitors the performance of companies committed to gender equality through policy development and performance transparency, providing a benchmark for investors interested in assessing companies' commitment to gender equality. In particular, the five parameters on which Poste Italiane was measured are: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies and pro-women brand.

Equality of opportunity between men and women is a key indicator of social stability and long-term economic prosperity, and the Poste Italiane Group has demonstrated its ability to meet contemporary challenges by acting as a model for the advancement of women in business.

“Our presence in Bloomberg's GEI for the second consecutive year demonstrates that at Poste Italiane the protection of diversity and inclusion represent a key pillar of our corporate culture - commented Company's CEO Matteo Del Fante - Poste Italiane's commitment to promoting gender equality is also consistent with the Country's general objectives for a sustainable economic recovery and with what has been programmed in the National Recovery and Resilience Plan (so-called “Recovery Plan”), which sees the fight against gender inequality as a fundamental prerequisite”.

“We are proud of the fact that more than half of our workforce is made up of women, just as the majority of post office managers are women - commented Giuseppe Lasco, Poste Italiane's Deputy General Manager. The confirmation within the Bloomberg GEI

enhances the commitment put in place by the Group to combat all forms of diversity, including gender diversity. This commitment is evidenced by the choice to include within the ESG Strategic Plan the objective of outlining a clear direction to support public strategies and the United Nations Sustainable Development Goals (SDGs) on the issues of diversity and inclusion".

The confirmation within the Bloomberg GEI is in addition to the results already achieved by Poste Italiane on the theme of gender equality, such as the entry into the top five of the ranking on gender equality of companies belonging to the FTSE MIB index of the Milan Stock Exchange, drawn up by Equileap.

These successes are the effect of a broader gender equality agenda that the Company has set out in its ESG Strategic Plan, in its Diversity and Inclusion Policy and through its adherence to internationally established principles such as the Women's Empowerment Principles (WEPs).

As confirmation of a path that aims at the constant integration of sustainability principles into business strategies, the Poste Italiane Group has been included in other major sustainability indices, including the Dow Jones Sustainability Index, FTSE4Good, Integrated Governance Index, CDP; it has also obtained an "A" rating from MSCI and the award of the "Oscar di Bilancio 2020". Following the annual assessment carried out by the prestigious rating agency Vigeo Eiris, Poste Italiane also confirms the third place at European level in the ESG performance evaluation within the "Transports and Logistics" sector and the 47th worldwide. The assessment consolidates Poste Italiane's presence in the Euronext Vigeo-Eiris World 120 index and in the regional Euronext Vigeo Eurozone 120 and Europe 120 indexes.