

POSTE ITALIANE OVERCOMES THE GENDER PAY GAP AND DEBUTS IN THE GLOBAL TOP 100 FOR GENDER EQUALITY

The Group, led by CEO Matteo Del Fante, is among the 19 companies worldwide that have overcome the gender pay gap in every pay band

In the global ranking compiled by Equileap Poste Italiane enters the Top 100

Rome, 3rd March 2022 – Poste Italiane enters in the Top 100 globally of the gender equality ranking compiled by Equileap, a leading organization that processes and provides data and insights on gender equality within the corporate sector. The great effort of the Group led by CEO Matteo Del Fante was recognized in particular for the progress made on the gender pay gap in each pay band: the Group is among the 19 companies worldwide that have overcome the gender pay gap contributing to making Italy, along with the United Kingdom and Spain, a leading country in this area. Poste Italiane's performance, analysed in relation to its gender equality policy and strategy, is the result of an assessment conducted on 3,895 globally listed companies. With a score of 63 percentage points, the Group is among the 5 Italian companies included in Equileap's global ranking and first in the financial sector. The Company has been assessed on the basis of 19 criteria divided into specific categories: gender balance in leadership and workforce; equal compensation and work-life balance; policies promoting gender equality; commitment to international initiatives, transparency and accountability.

"The inclusion in the global Top 100 ranking compiled by Equileap recognises the Group's responsibility in protecting the values of gender equality, a key pillar within our corporate culture - commented the CEO Matteo Del Fante. Poste Italiane, the largest employer in the country, has the ambition to be a national leader in gender equality, through an alignment with the requirements of the National Recovery and Resilience Plan and the broader United Nations Sustainable Development Goals (SDGs), promoting itself as a reference point to continue creating shared value for the country".

"A recognition that rewards the Company's commitment to overcoming the gender pay gap and bears witness to the Group's ongoing work to ensure inclusion, respect for diversity, in fostering a free and equal opportunity work environment – noted Giuseppe Lasco, Co-General Manager of Poste Italiane. This achievement confirms the goodness of the path taken to ensure gender equality

in all its manifestations, guaranteeing equal pay and work-life balance, overcoming all stereotypes, as clearly outlined in the Diversity and Inclusion Policy."

The inclusion in the Top 100 global ranking compiled by Equileap represents further confirmation of the virtuous path of integration of sustainability principles within the corporate strategy, as outlined in the "2024 Sustain & Innovate" strategic plan, and it adds up to other recent gender equality achievements obtained by Poste Italiane, including the entrance, for the third year running, in the Bloomberg Gender-Equality Index (GEI).

Poste Italiane has also been included for the third year in a row in the "World" and "Europe" segments of the Dow Jones Sustainability Index, it is present in the FTSE4GOOD and the Sustainability Yearbook 2022, and it has been the leader in the MIB® ESG ranking and in the Euronext Vigeo-Eiris World 120 index. Moreover, it has obtained an "A" rating from MSCI for the progress made in the social sphere, together with positioning in the "Leadership" band obtaining an "A-" rating in the annual ranking drawn up by CDP (formerly the Carbon Disclosure Project).

These important recognitions are the result of the Group's ongoing work to protect and promote the values of diversity and inclusion as outlined in the ESG Strategic Plan, in the more specific Diversity and Inclusion Policy and through adherence to the main international standards and principles, including the Sustainable Development Goals, the Global Compact and the Women's Empowerment Principles (WEPs) of the United Nations.

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