



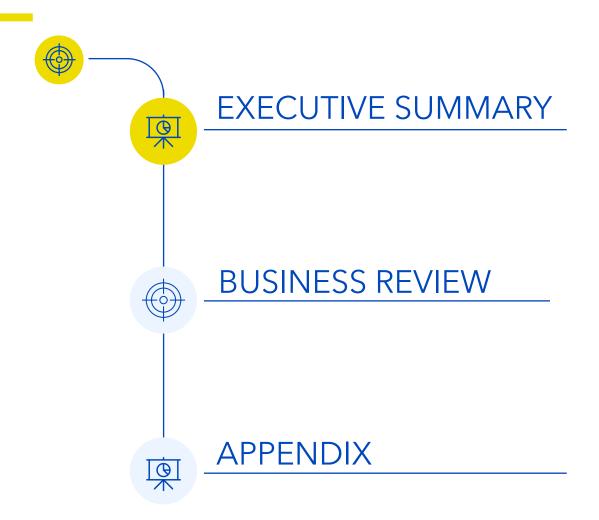
# POSTE ITALIANE Q3 & 9M-22 FINANCIAL RESULTS

**10 NOVEMBER 2022** 

A PLATFORM COMPANY AT WORK



### **CONTENTS**







### **EXECUTIVE SUMMARY**



#### PROVEN BUSINESS MODEL - DELIVERING IN A CHALLENGING ENVIRONMENT

REVENUES UP BY 4% IN 9M-22 - POSITIVE UNDERLYING MIX ACROSS ALL BUSINESS UNITS

CONTINUED COST DISCIPLINE - FLEXIBILITY TO ADAPT TO A CHALLENGING MACRO

RECORD HIGH EBIT AT €2.05BN IN 9M-22 - ALL SEGMENTS IMPROVING Y/Y

2022 EBIT GUIDANCE UPGRADED TO €2.3BN - MORE THAN 2X THE LEVEL REACHED IN 2017

GROUP DIVIDEND POLICY CONFIRMED - INTERIM DIVIDEND PAYMENT OF €0.21 P/S ON 23 NOVEMBER



# Q3 & 9M-22 RESULTS OVERVIEW FY-22 GUIDANCE ALREADY OVERACHIEVED - RECORD HIGH EBIT OF €2.05BN IN 9M-22

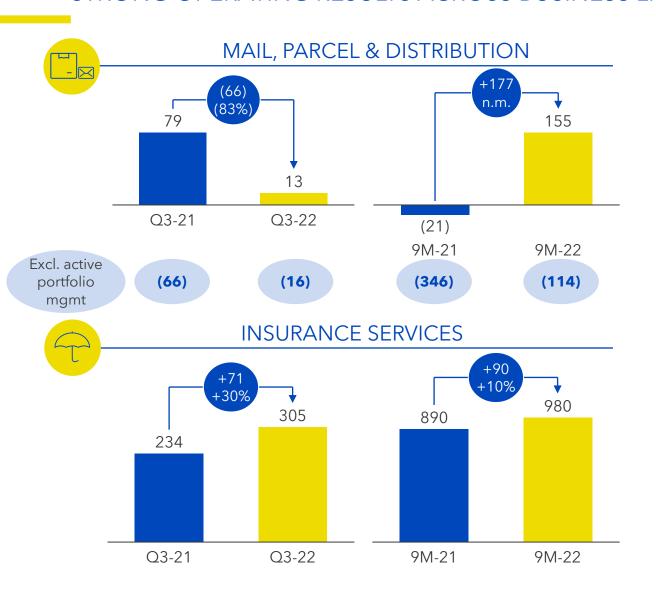
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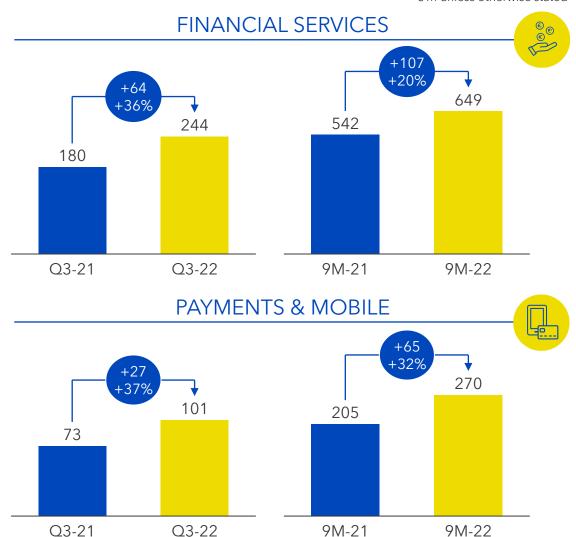
erwise stated	Q3-21	Q3-22	VAR.	VAR. (%)	9M-21	9M-22	VAR.	VAR. (%)
REVENUES	2,761	2,880	+119	+4.3%	8,445	8,745	+300	+3.6%
TOTAL COSTS	2,195	2,218	+23	+1.0%	6,830	6,691	(139)	(2.0%)
EBIT	566	663	+97	+17.1%	1,615	2,054	+439	+27.2%
NET PROFIT	401	461	+60	+15.0%	1,174	1,425	+251	+21.4%



# OPERATING PROFIT BY SEGMENT STRONG OPERATING RESULTS ACROSS BUSINESS LINES

€ m unless otherwise stated

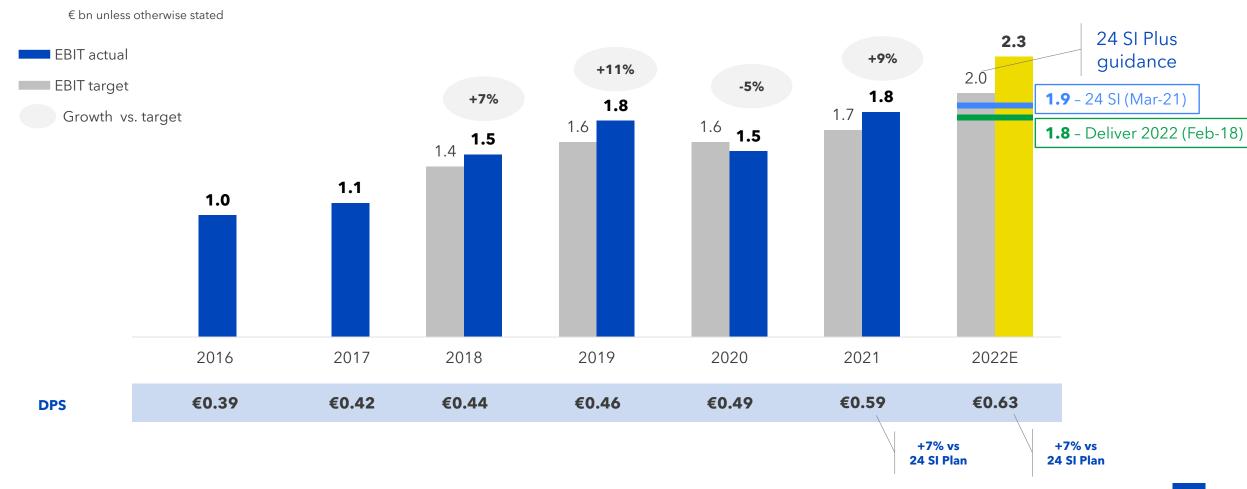






### 2022 EBIT GUIDANCE REVISED UPWARDS PROVEN BUSINESS MODEL DELIVERING IN A CHALLENGING ENVIRONMENT

### EBIT EVOLUTION 2016 - 20221



### LIS – A FAST GROWING PAYTECH COMPANY 100% ACQUISITION CONDUCIVE TO ACCELERATE OMNICHANNEL STRATEGY

€ m unless otherwise stated



### INTEGRATED PAYTECH PLATFORM

Specialized hardware and software

### UNMATCHED PHYSICAL PRESENCE

 Points of sale to be rebranded PuntoPoste

• 0.9 points of sale per 1k inhabitants

#### COMPREHENSIVE PROXIMITY PAYMENT OFFER & COMMERCIAL SERVICES

• 1m daily average transactions

### FULL RANGE OF CORE MERCHANT SERVICES

- Platform enabling all merchants' activity
- Product offer evolution

### TRANSACTION RATIONALE

# IMPROVE PAYTECH PROPOSITION

#### STRENGTHEN OMNICHANNEL STRATEGY

INCREASE CUSTOMER REACH

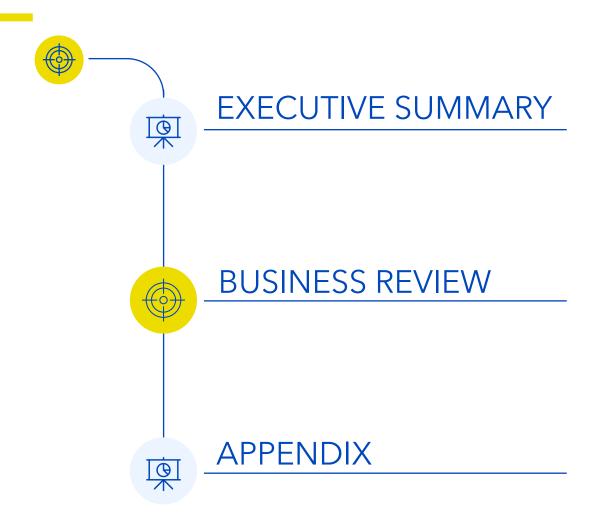
#### **KEY FINANCIALS**

	9M-21	9M-22	VAR. (%)
Revenues	168	201	20%
EBITDA	31	39	28%
EBIT	21	28	38%

- Sustained revenue growth
- Operating profitability further accelerating in Q4-22
- Expected c.10m cost synergies by 2024
- Lean cost base
- Low financial leverage

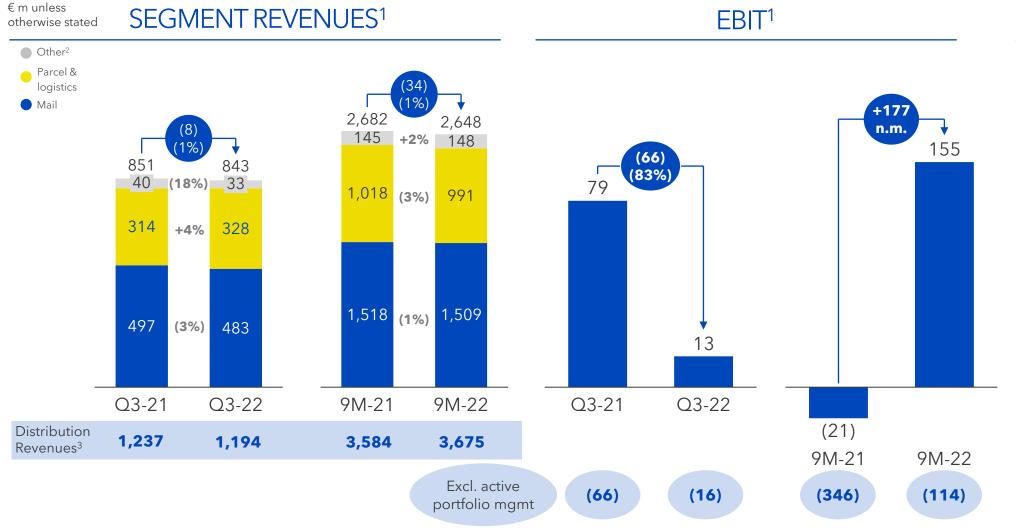


### **CONTENTS**





### MAIL, PARCEL & DISTRIBUTION POSITIVE EBIT FOR THE THIRD QUARTER IN A ROW

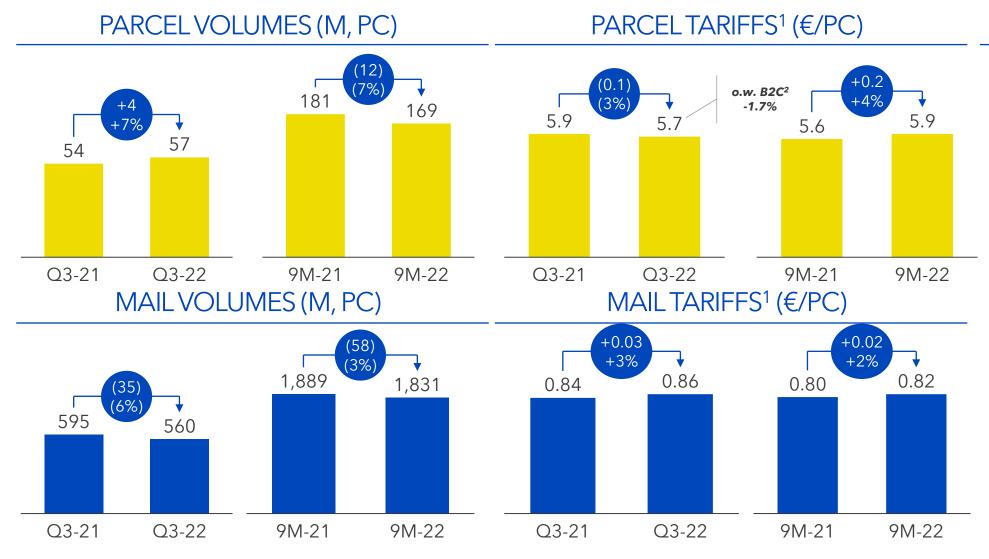


- Mail revenues impacted by secular volume trend partially mitigated by repricing actions
- Parcel revenues supported by increased volumes
- Distribution fees mirroring the evolution of Financial Services revenues
- Positive EBIT despite lower active portfolio management contribution

<sup>1.</sup> Q3-22 Revenues include 14 from Plurima, Q3-22 EBIT includes 1 from Plurima, 9M-22 Revenues include 29 from Plurima, 9M-22 EBIT includes 3 from Plurima; 2. Includes Tax Credit contribution, Digital Identities fees, vaccination plan related expense recovery, EGI, Poste Air Cargo, Patenti Via Poste, Philately, Poste Motori; 3. Includes income received by Other Segments in return for use of the distribution network and Corporate Services



# MAIL, PARCEL & DISTRIBUTION: VOLUMES AND PRICING PARCEL VOLUMES RECOVERING - MAIL TARIFFS REPRICING MITIGATING VOLUME DECLINE



- Parcel volumes recovered, supported by B2C as well as China inbound volumes
- Parcel tariffs impacted by customer base mix
- Lower mail volumes driven by secular decline in unrecorded items
- Mail tariffs up driven by actions in place from July 2022

# PARCEL TRENDS IN A CHALLENGING MACRO SUPPORTIVE STRUCTURAL TRENDS AND ONGOING DIVERSIFICATION FOR A SUSTAINABLE GROWTH



#### **MACROECONOMIC HEADWINDS**

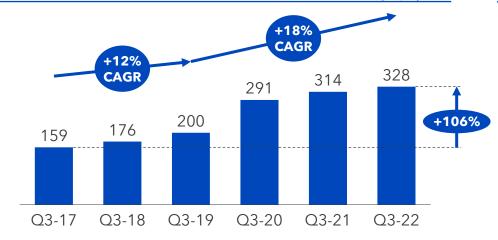
- 2022 parcel trends resilient in a deteriorating environment
- A potential recession scenario could have a cyclical impact on e-commerce demand



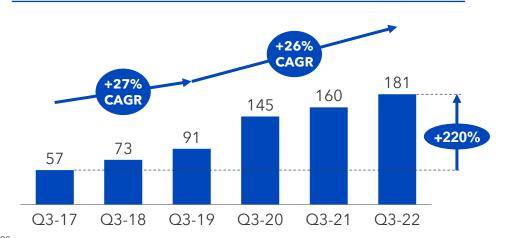
#### SUPPORTIVE STRUCTURAL TRENDS

- Strong growth of e-commerce in Italy - CAGR +22% since 2017<sup>1</sup>
- Long-term growth supported by low e-commerce penetration (16 parcels per capita/year in Italy - average of 21 in Europe<sup>2</sup>)

#### POSTE ITALIANE TOTAL PARCEL REVENUES (M, €)



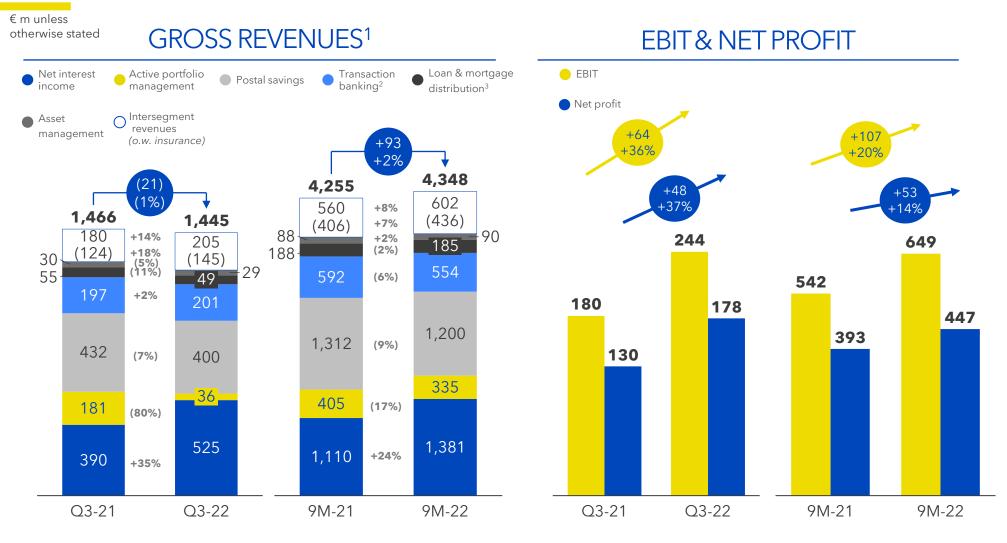
#### POSTE ITALIANE B2C PARCEL REVENUES (M, €)



#### **HIGHLIGHTS**

- Revenues higher than pre-pandemic levels supported by structural trends and strong positioning of Poste Italiane
- Ongoing diversification into a fully-fledged logistics operator pursuing additional medium/long-term growth opportunities

### FINANCIAL SERVICES REVENUES SUPPORTED BY STRONG NET INTEREST INCOME CONTRIBUTION

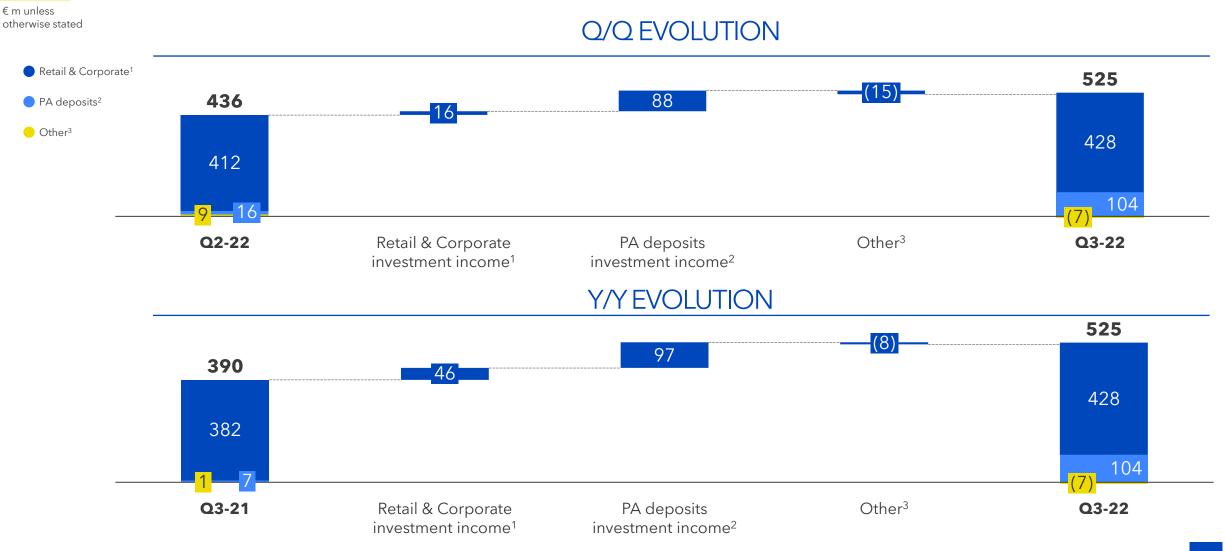


- Strong recurring NII contribution supported by rising interest rates and tax credits
- Postal savings fees at floor remuneration in Q3-22 due to negative net flows
- Transaction banking fees up Y/Y supported by repricing of current account fees
- Loan and mortgage fees impacted by higher partners' cost of funding and IFRS 15 - volumes broadly stable Y/Y
- Asset management fees affected by financial markets performance
- EBIT up Y/Y thanks to lower costs

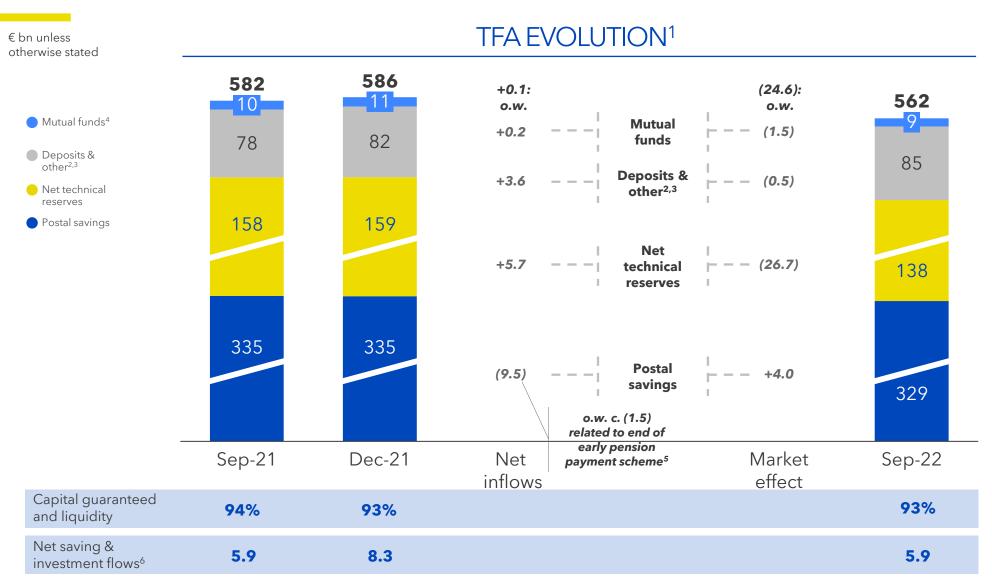
<sup>1.</sup> Figures presented include intersegment distribution revenues; 2. Includes revenues from payment slips (bollettino), banking accounts related revenues, fees from INPS and money transfers, Postamat (only for 2021); 3. Includes reported revenues from custody accounts, credit cards, other revenues from third party products distribution



# NET INTEREST INCOME EVOLUTION POSITIVE IMPACT FROM RISING INTEREST RATES



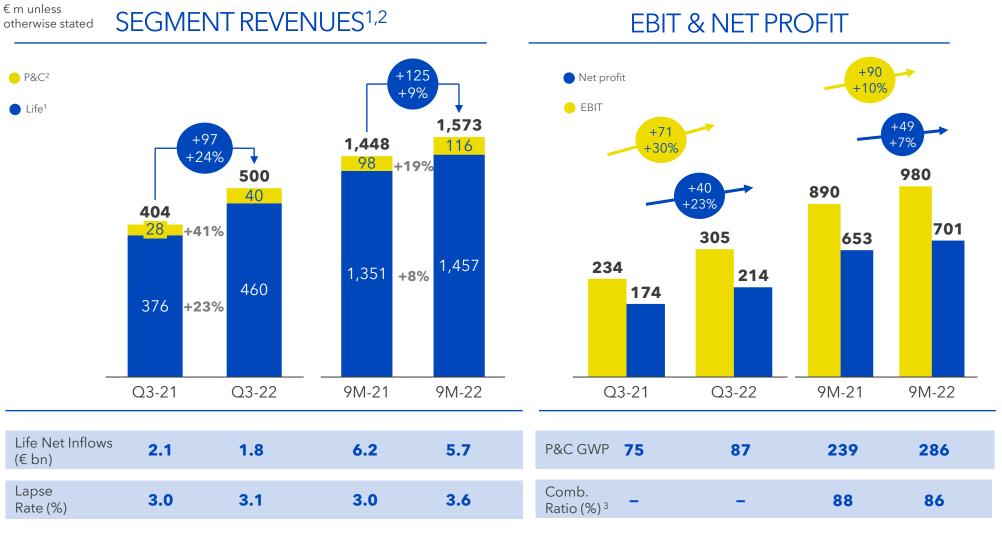
### GROUP TOTAL FINANCIAL ASSETS POSITIVE NET FLOWS INTO SAVINGS AND INVESTMENT PRODUCTS



#### **HIGHLIGHTS**

- Postal savings down due to one monthly pension payment less (-1.5bn), institutional clients accounts (-1.5bn), lower saving in postal books and postal bonds early redemptions
- Net technical reserves affected by financial markets despite positive net flows
- PA deposits increasing and sticky retail deposits
- Net inflows in saving and investments supported by insurance products and mutual funds
- Approximately 93% of TFA unaffected by negative market performance

### INSURANCE SERVICES SOLID FINANCIAL RESULTS ACROSS LIFE AND P&C

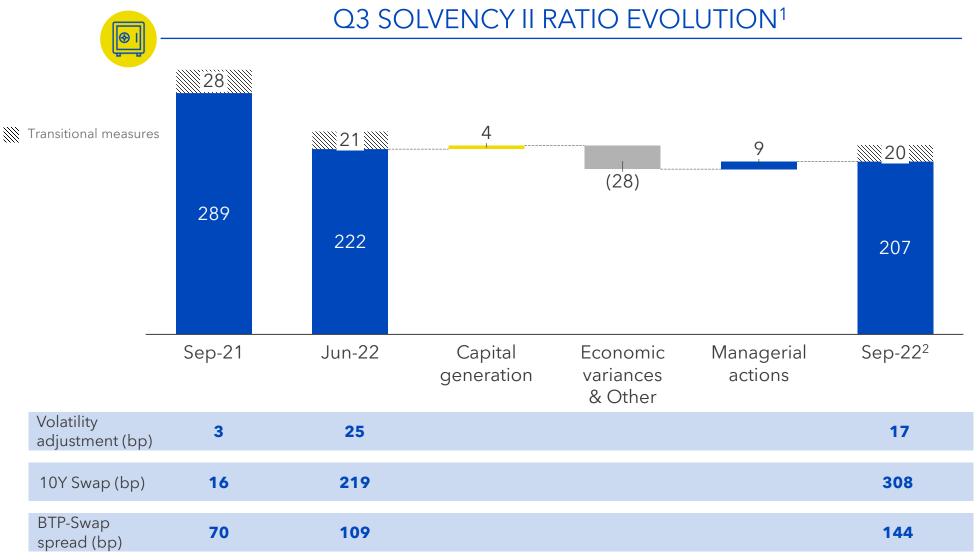


- Life revenues growth supported by strong volumes and investment margin benefit from inflation-linked bonds
- Positive net flows, thanks to a resiliently low lapse rate
- P&C supported by higher GWP and better profitability
- EBIT up thanks to higher revenues, partly offset by higher rebates
- Proposed acquisition of Net Insurance to further accelerate protection business growth

<sup>1.</sup> Includes Private Pension Plan (PPP); 2. Net of claims; includes Poste Insurance Broker and Other Revenues and Income; 3. Net of reinsurance



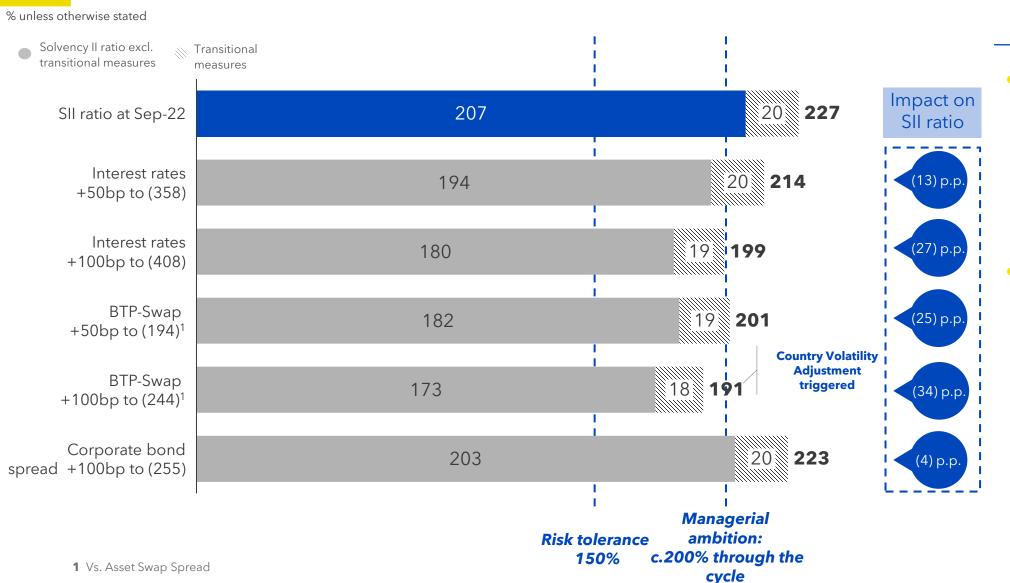
### SOLVENCY II RATIO SOLVENCY RATIO IN LINE WITH MANAGERIAL AMBITION IN A NEW MARKET SCENARIO



- Solvency II ratio at 207%, net of 6 p.p. foreseeable dividend to the parent company
- Positive capital generation from new business and in force portfolio
- Economic variances: positive impact of higher risk-free rates more than offset by higher lapse risk and widening of BTP spread
- Proactive managerial actions, with 500m RT1 downstream to mitigate the impact of the adverse market evolution
- Transitional measures provide additional 20 p.p. to address potential market volatility

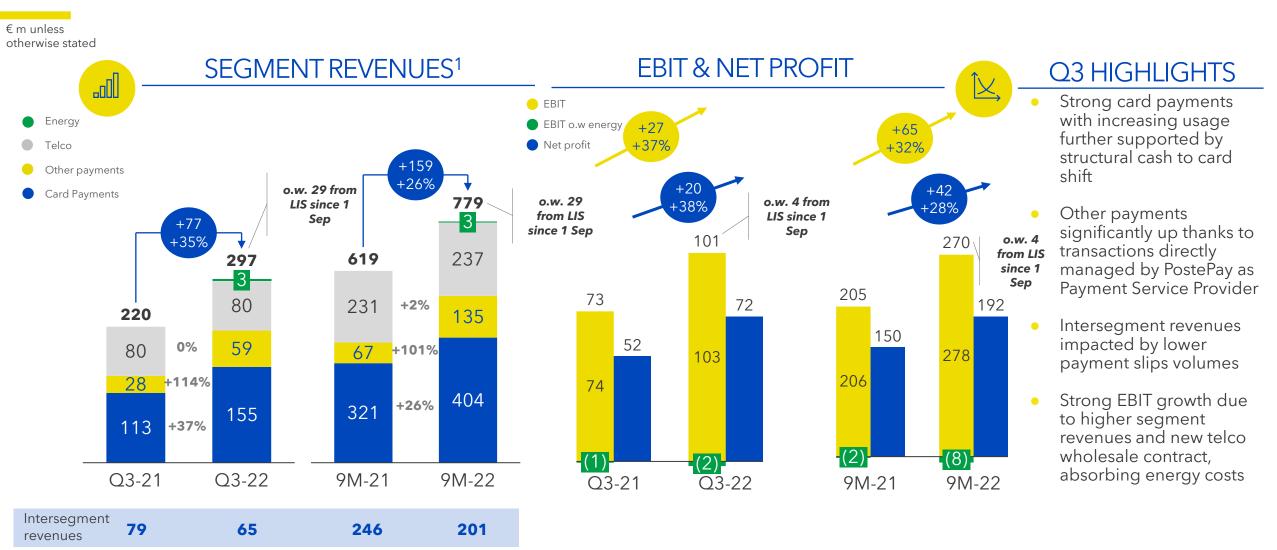


### SOLVENCY II RATIO SENSITIVITIES RATIOS ABOVE RISK TOLERANCE UNDER SIMULATED SCENARIOS - SENSITIVITIES CONTINUE TO REDUCE



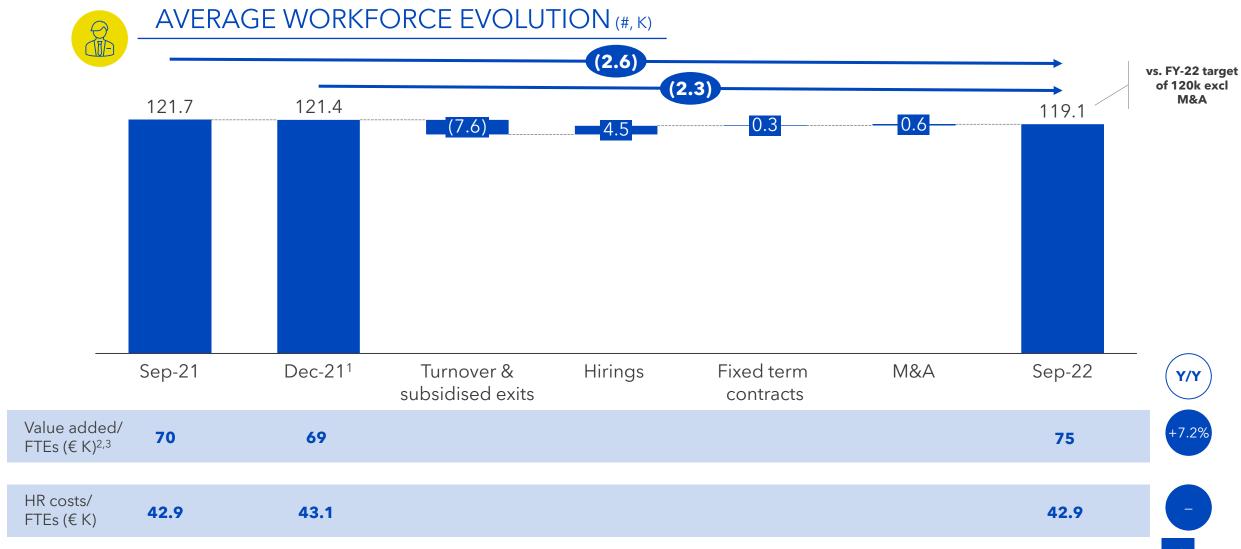
- Solvency II ratio sensitivity to BTP-Swap spread (+100bp) constantly reduced:
  - (129) p.p. as of Dec-20
  - (98) p.p. as of Dec-21
  - (71) p.p. as of Mar-22
  - (60) p.p. as of Jun-22
  - (34) p.p. as of Sep-22
- Solvency II ratio sensitivity to Swap rate (+100bp) reduced:
  - (42) p.p. as of Jun-22
  - (27) p.p. as of Sep-22

### PAYMENTS & MOBILE IMPRESSIVE GROWTH ACROSS ALL BUSINESS LINES





# HUMAN CAPITAL – FTEs CONTINUED FTE REDUCTION WHILE EMBEDDING HIGHER AVERAGE HIRINGS THAN FY-21

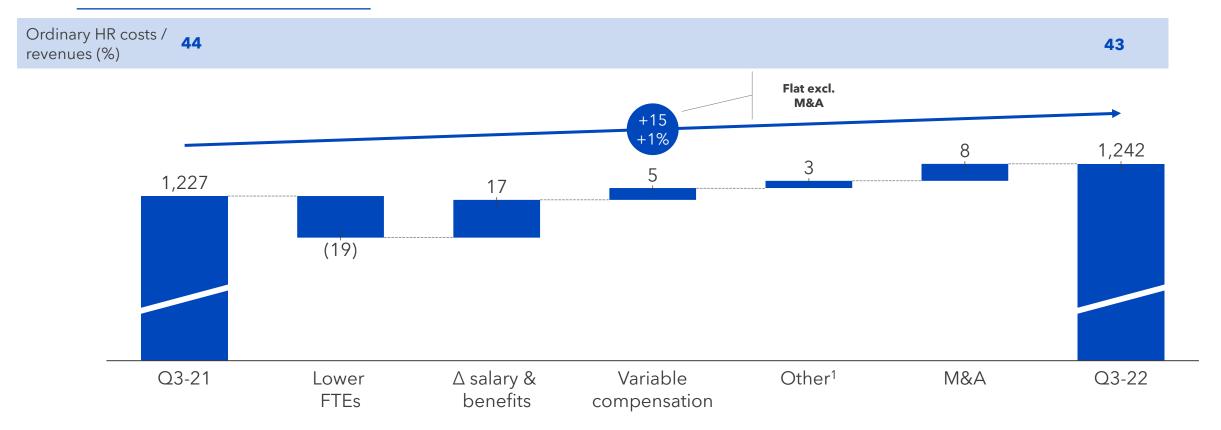




# HUMAN CAPITAL - HR COSTS LOWER FTES MORE THAN OFFSETTING SALARY INCREASE IMPACT ON HR COSTS

€ m unless otherwise stated

### ORDINARY HR COSTS

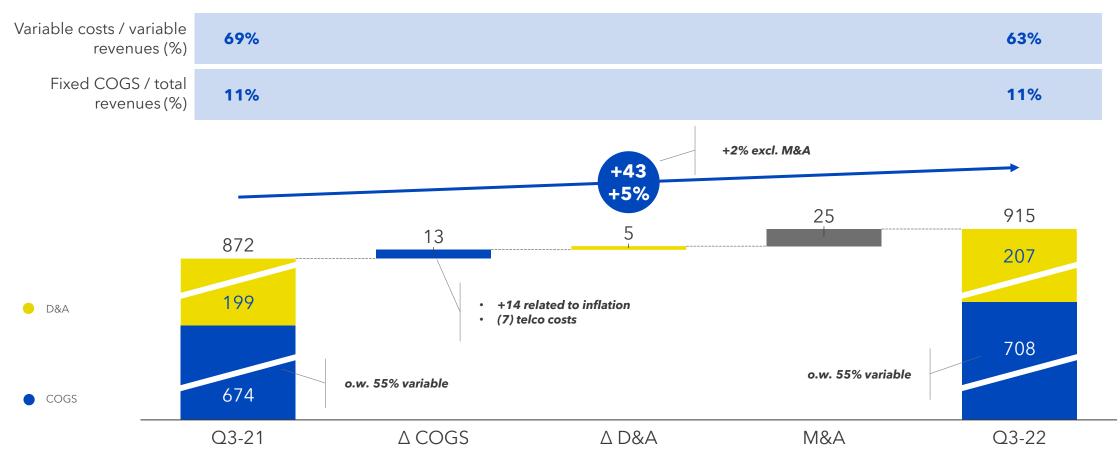




# NON-HR COSTS CONTINUED UNIT VARIABLE COST OPTIMIZATION MITIGATING INFLATION IMPACT

NON-HR COSTS<sup>1</sup>





### 2023 EXPECTED GROWTH DRIVERS

#### POSITIVE BUSINESS TRENDS IN A DETERIORATING MACRO - COST FLEXIBILITY AS ADDITIONAL BUFFER

#### MAIL, PARCEL & DISTRIBUTION,

- Low e-commerce penetration in Italy
- Mail slowdown mitigated by repricing

#### **INSURANCE SERVICES**

- Life growth driven by in-force business and new production
- Protection business supported by organic growth and potential Net Insurance acquisition

### **GROUP COSTS**

- HR-costs increase in line with 24SI - lower FTE reduction
- Non-HR costs increase mitigated by energy cost hedges & efficiencies
- Insourcing program to accelerate transformation

# FI

#### FINANCIAL SERVICES

- Higher interest rates environment to support NII
- Evolution of service model to improve customers' portfolio allocation



#### PAYMENTS & MOBILE

- Secular trend of cash to card shift
- LIS to accelerate growth trajectory



#### CAPITAL OPTIMIZATION

- Group capital optimization to support growth, in line with 24SI Plus, addressing SII capital absorption
- All subsidiaries to contribute to the diversification of dividend upstream
- Group dividend distribution for 24SI Plus fully covered by FY-22<sup>1</sup> stock of distributable reserves



### **CLOSING REMARKS**



#### PROVEN BUSINESS MODEL - DELIVERING IN A CHALLENGING ENVIRONMENT

REVENUES UP BY 4% IN 9M-22 - POSITIVE UNDERLYING MIX ACROSS ALL BUSINESS UNITS.

CONTINUED COST DISCIPLINE - FLEXIBILITY TO ADAPT TO A CHALLENGING MACRO

RECORD HIGH EBIT AT €2.05BN IN 9M-22 - ALL SEGMENTS IMPROVING Y/Y

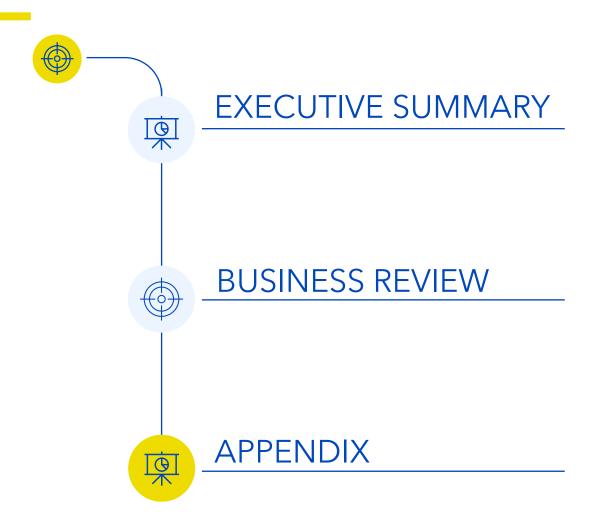
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### **CONTENTS**

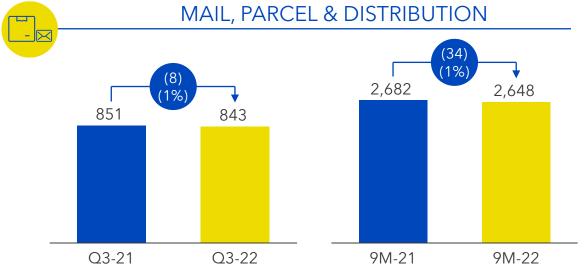


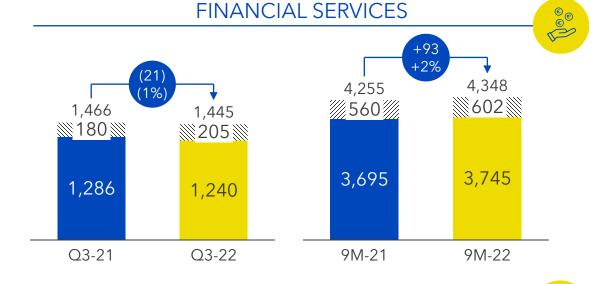


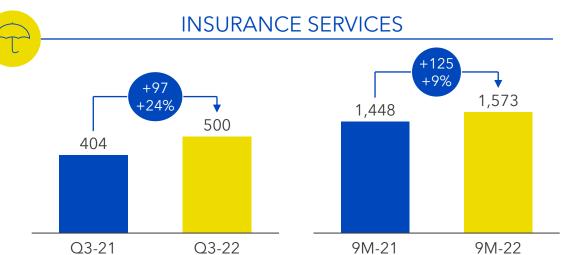


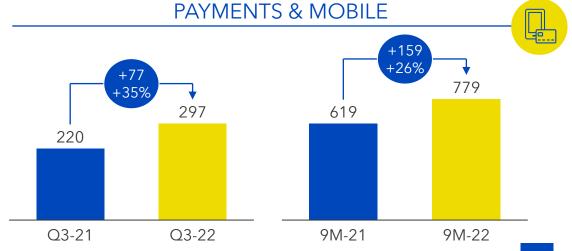
# SEGMENT REVENUES POSITIVE REVENUE PROGRESSION

€ m unless otherwise stated



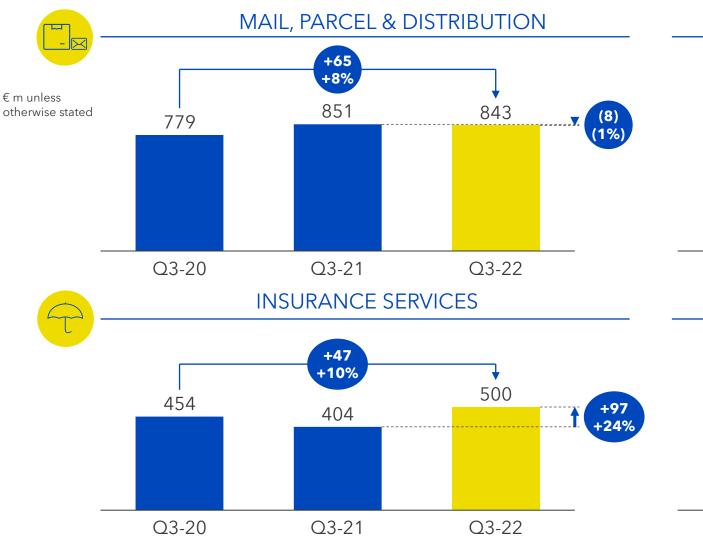


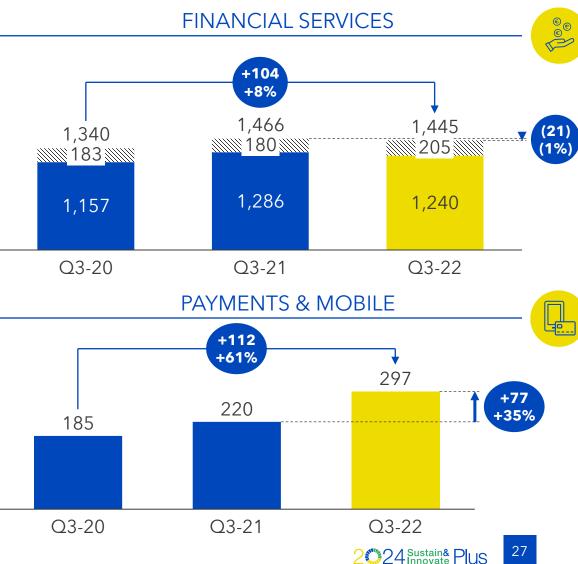






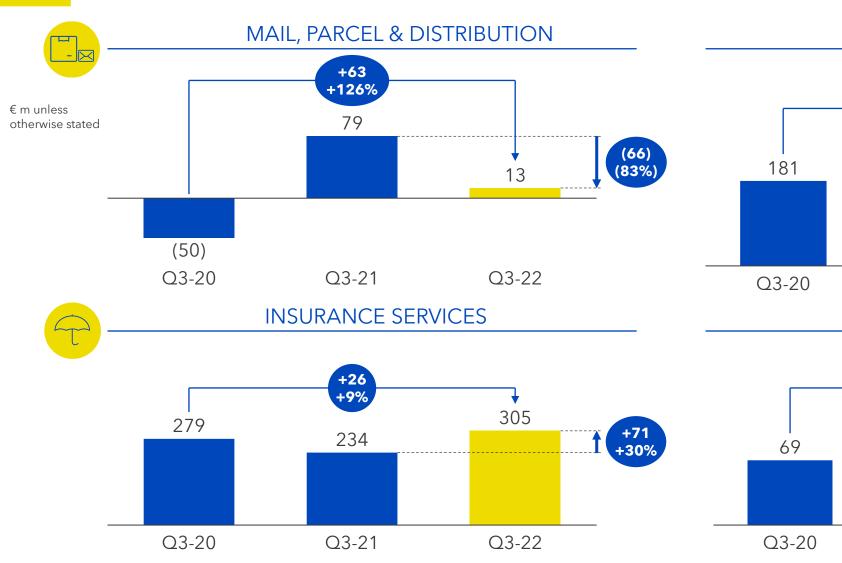
### SEGMENT REVENUES STEADY REVENUE PROGRESSION

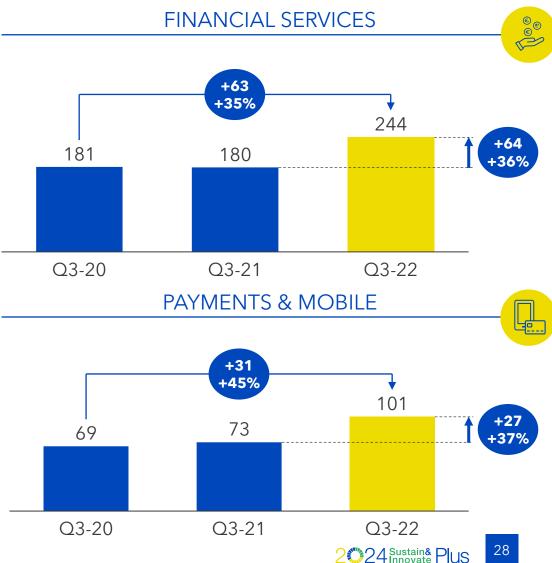






# SEGMENT OPERATING PROFIT STRONG OPERATING RESULTS ACROSS BUSINESS LINES



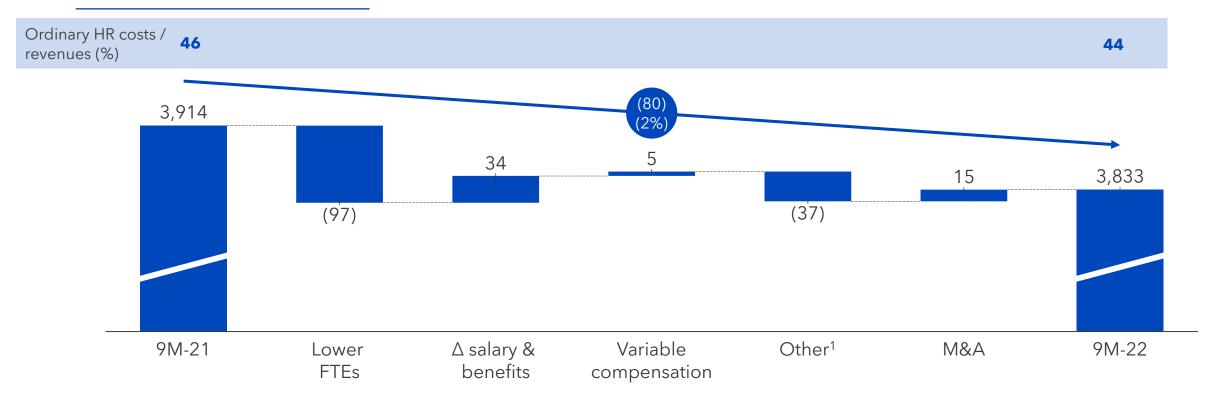




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### ORDINARY HR COSTS

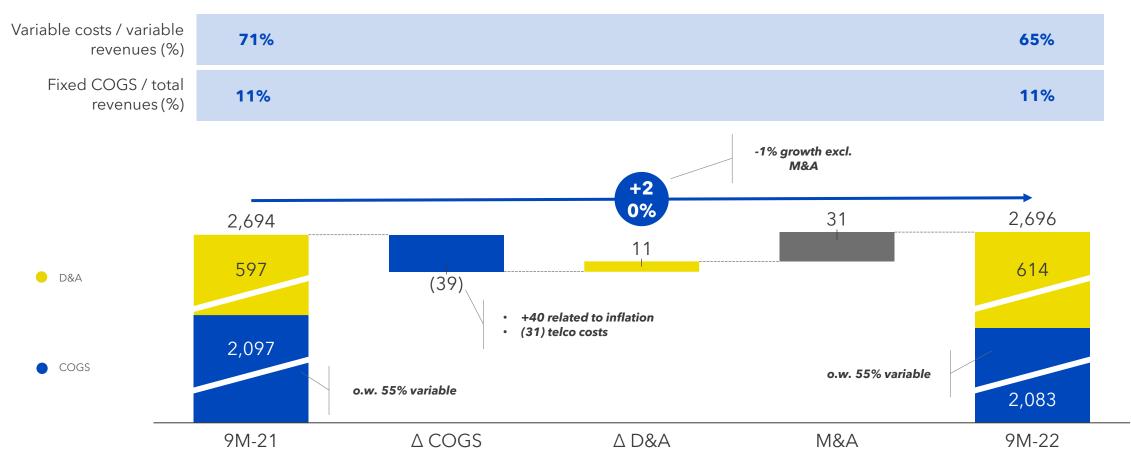




# NON-HR COSTS UNIT VARIABLE COST OPTIMIZATION MORE THAN OFFSETTING INFLATION IMPACT

### NON-HR COSTS<sup>1</sup>

€ m unless otherwise stated



### POSTE ITALIANE'S ESG RATED PERFORMANCE, AWARDS AND MEMBERSHIPS CONFIRMED GROUP'S COMMITMENT AND THE QUALITY OF OUR SUSTAINABILITY STRATEGY

#### **Ratings & selected index rankings:**

	Performance	
CDP	A- Rating (Leader)	
MSCI	AA Rating (Average)	
ISS Quality Score	#1- Environmental & Social	
Sustainalytics	ESG Industry Top-Rated	
Equileap Gender Equality index	Top 100 globally	
Euronext Vigeo-Eiris 120 indices	#1 (Universe; Transport & Logistics)	
Borsa Italiana	#1 MIB ESG	

#### **Indices:**



**SUSTAINALYTICS** 











S&P Global







#### **Awards & recognitions:**

**Financial Innovation-Italian Award** 



**Top Employer Italia** 2022



**Certificate of Excellence** 



**European Funds** Trophy 2021



One of the World's Top 25 strongest brands



100 2022



Most attractive

employer 2021

2021 Celent Model Insurer Award for Customer Experience **Transformation** 





**Postepay Green** product of the year 2022



Find out more about our awards and recognition in our annual report

#### **Memberships:**

- **UN Global Compact**
- Principles for Responsible Investment
- **UNEP FI Principles for Sustainable** Insurance
- **UN Women**
- **CSR** Exhibition
- Sodalitas
- Anima per Il Sociale
- **CSR Manager**
- Valore D
- Fondazione ASPHI Onlus
- Organismo Italiano di Business Reporting - Sustainability, Non-Financial e Integrated Reporting (O.I.B.R.)
- Parks Liberi e Uquali













MSCI

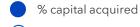


Financial Services

nsurance



### M&A ACTIVITY TO FURTHER ACCELERATE GROWTH KEY PARTNERS SUPPORTING GROWTH, EMBEDDING POTENTIAL UPSIDE











**Agile Power Holding** 



**Poste**italiane





milkman TECH











Sennder

sennder

Volanté 씕

ANIMA

Replica

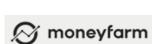


















**Eurizon Capital Real Asset Sgr** 







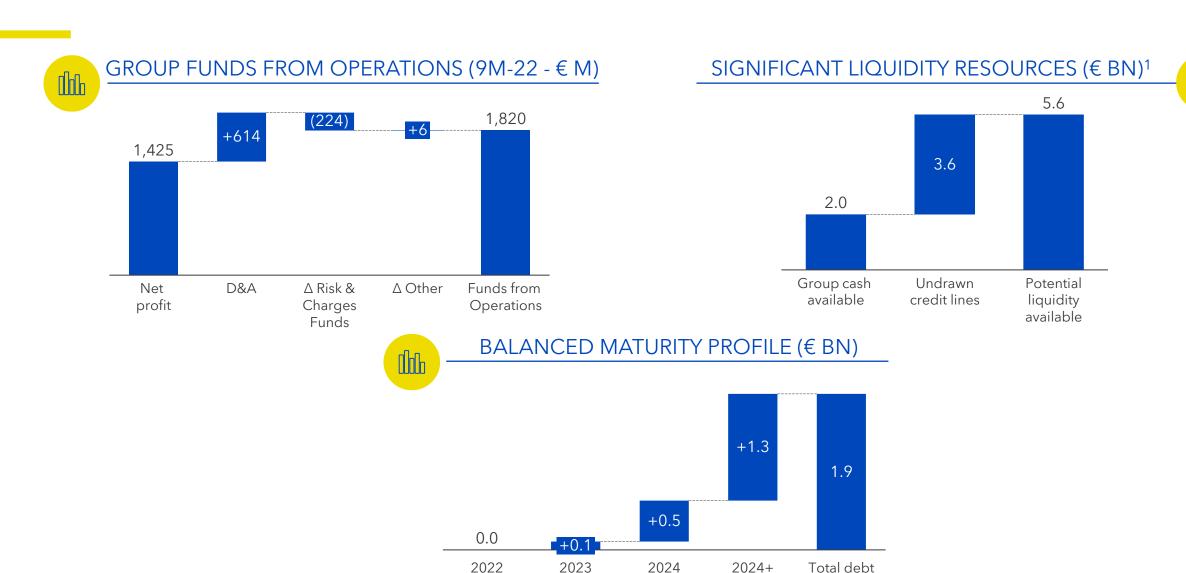


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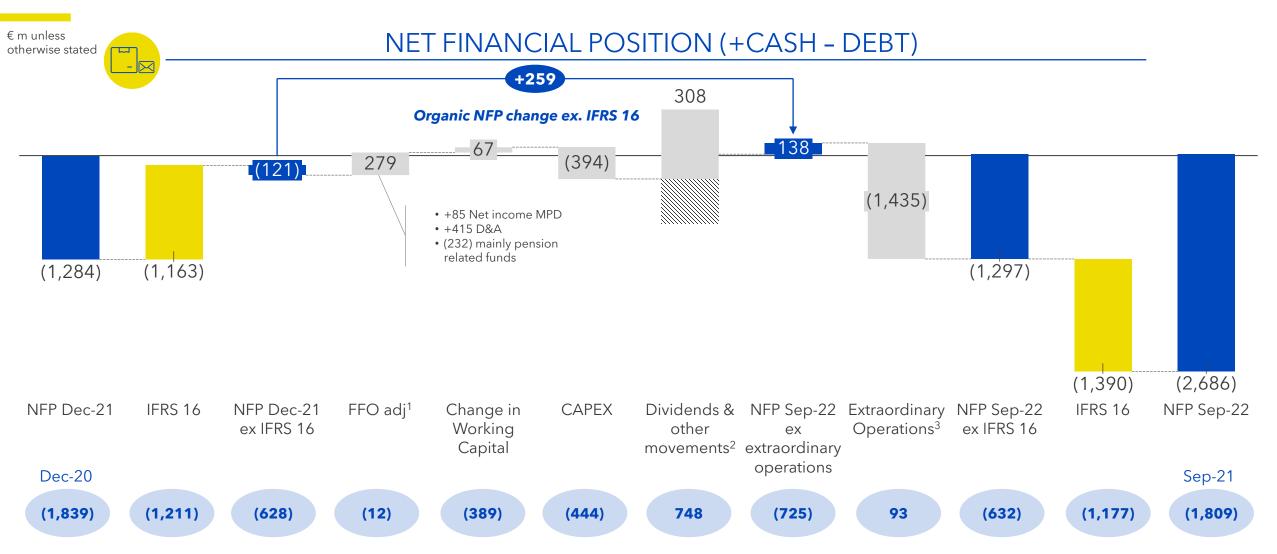
### STRONG CASH GENERATION, AMPLE LIQUIDITY & BALANCED DEBT PROFILE



**€** 



### MAIL, PARCEL AND DISTRIBUTION NET FINANCIAL POSITION IMPROVING ORGANIC CASH GENERATION - NET FINANCIAL POSITION IMPACTED BY M&A





### BANCOPOSTA ASSETS AND LIABILITIES STRUCTURE CURRENT ACCOUNT DEPOSITS SUPPORTED BY PUBLIC ADMIN AND STICKY RETAIL CLIENTS

€ bn unless otherwise stated AVERAGE CURRENT ACCOUNT DEPOSITS **AVERAGE INVESTMENT PORTFOLIO €** Italian government C Public bonds +9 Administration<sup>1</sup> Deposits @ MEF +9 and other<sup>2</sup> REPO 86.1 86.1 Tax credits 79.1 Corporate 77.3 customers & other<sup>3</sup> 79.1 14.4 77.3 6.9 +72% 9.4 1.5 Retail + Postepay 8.4 0.5 7.3 15.1 +25% 13.0 12.1 7.1 7.1 +3% 12.4 12.4 12.1 +2% (1%)64.7 64.5 64.0 52.1 50.1 49.7 +5% 9M-21 FY-21 9M-22 9M-21 FY-21 9M-22 Avg. Return exc. 1.92 1.88 2.15 Cap. gains (%)4 Duration (# of 5.7 5.4 5.2 years)

<sup>1.</sup> Entirely invested in floating rate deposits c/o MEF; 2. Including deposits from PA, liquidity buffer, deposits c/o other financial institutions, short term bonds (for treasury management); 3. Includes business current accounts, PostePay business and other customers debt; 4. Average yield calculated as interest income on average current account deposits



### FLEXIBLE INVESTMENT STRATEGY IN EVOLVING MARKET CONDITIONS INCREASING CONTRIBUTION FROM RECURRING INTEREST INCOME

€ bn unless otherwise stated

#### REVENUES FROM INVESTMENT ACTIVITY



Figures presented consistent with 24SI perimeter

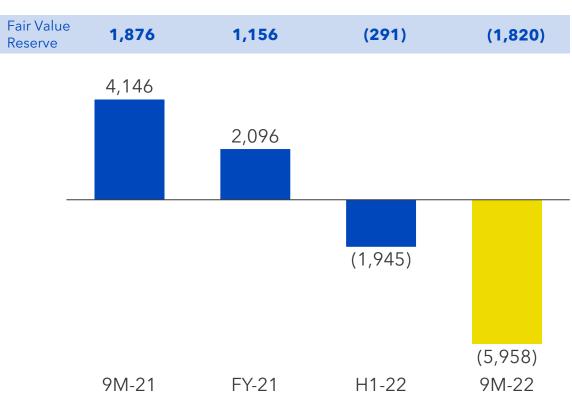


## UNREALISED GAINS & LOSSES AND SENSITIVITIES NET UNREALISED LOSSES NOT IMPACTING CAPITAL POSITION

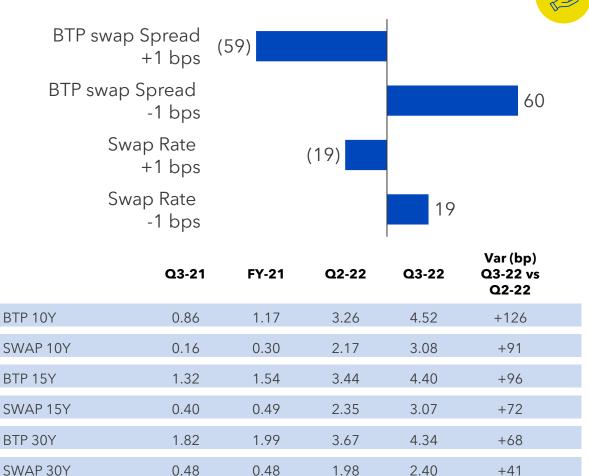
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#### UNREALISED NET GAINS AND LOSSES



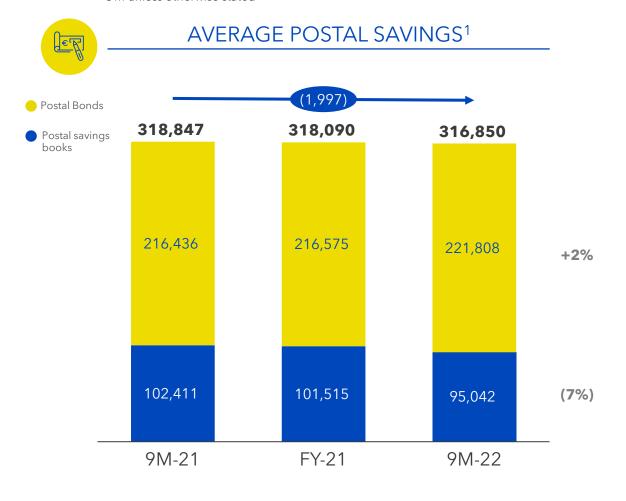






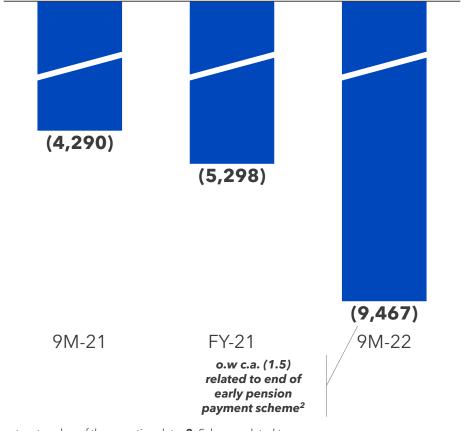
## POSTAL SAVINGS LOWER SAVINGS AND SUDDEN RATES INCREASE IMPACTING NET FLOWS

€ m unless otherwise stated



#### POSTAL SAVINGS NET INFLOWS



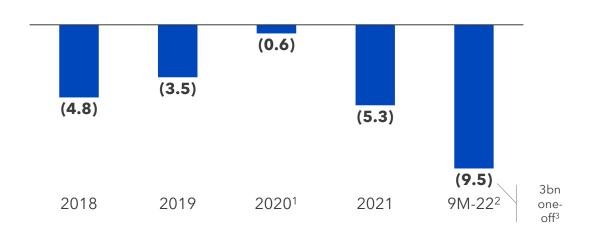


<sup>1.</sup> Average postal savings excludes interests accrued year-to-date and interests compounded, but not yet payable, on postal bonds not matured as of the reporting date; 2. Scheme related to extraordinary COVID-19 related measures expired in March 2022

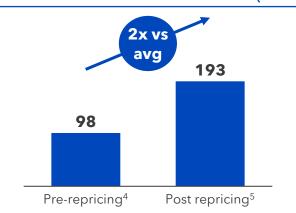


## POSTAL SAVINGS FLOWS RECOVERY SUPPORTED BY REPRICING ACTIONS

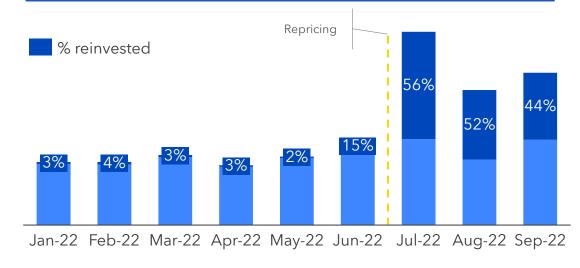
#### TOTAL POSTAL SAVINGS NET FLOWS (€BN)



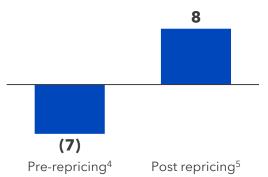
#### POSTAL BONDS GROSS FLOWS (DAILY AVG €M)



#### POSTAL BONDS EARLY REDEMPTIONS (€BN)



#### POSTAL BONDS NET FLOWS (DAILY AVG €M)

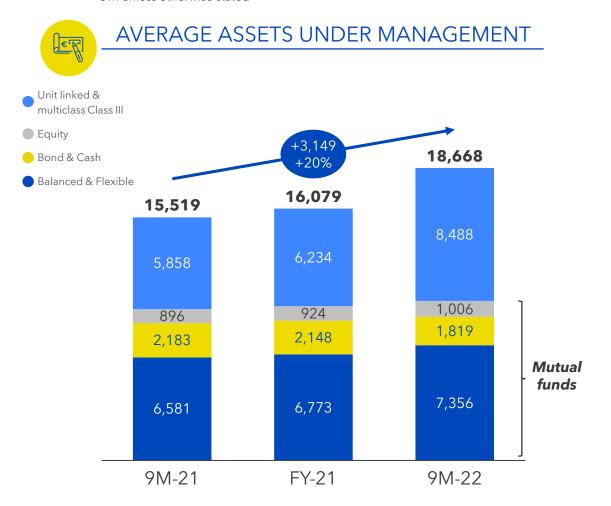


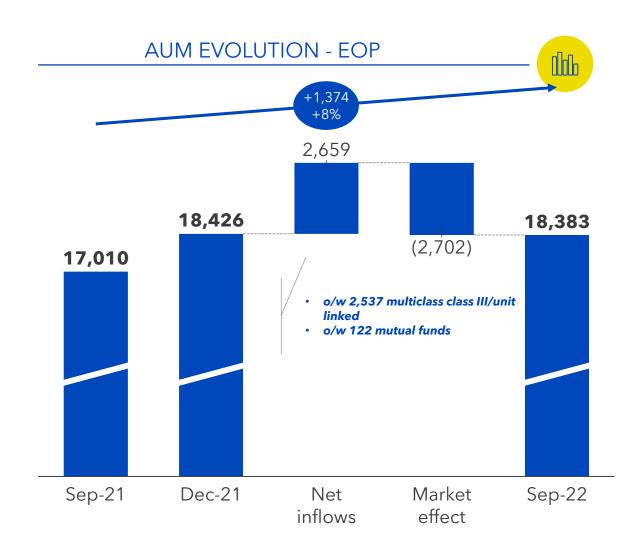
<sup>2\$24</sup> Sustain& Plus



## ASSET MANAGEMENT POSITIVE NET FLOWS SUPPORTED BY MULTICLASS PRODUCTS

€ m unless otherwise stated





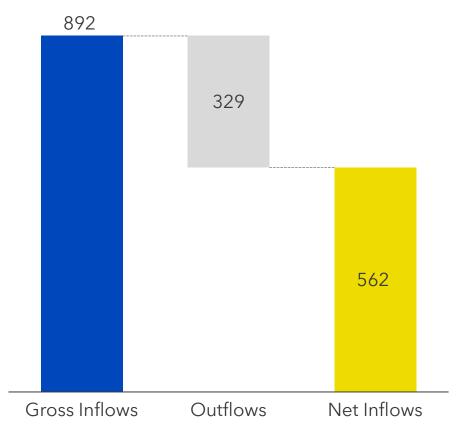


## ASSET MANAGEMENT NET INFLOWS POSITIVE NET FLOWS THANKS TO MULTICLASS CLASS III PRODUCTS

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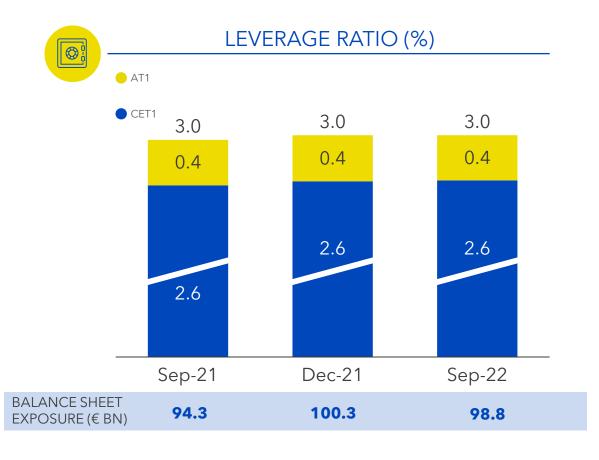
#### TOTAL NET FLOWS Q3-22

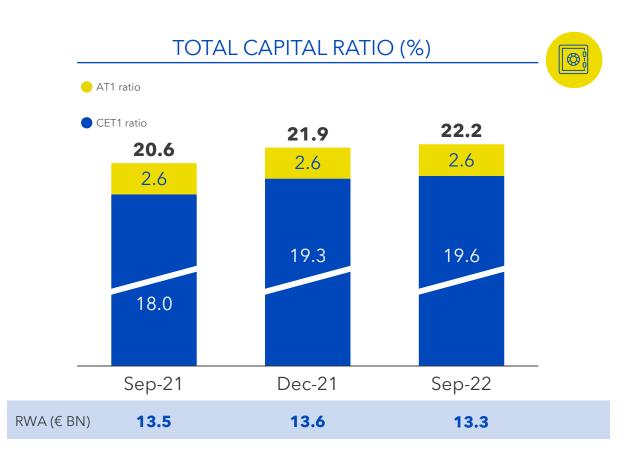


# MULTICLASS CLASS¹ III & UNIT LINKED Gross Inflows 83 Net Inflows 592 MUTUAL FUNDS Gross Inflows 246 Net Inflows (30)



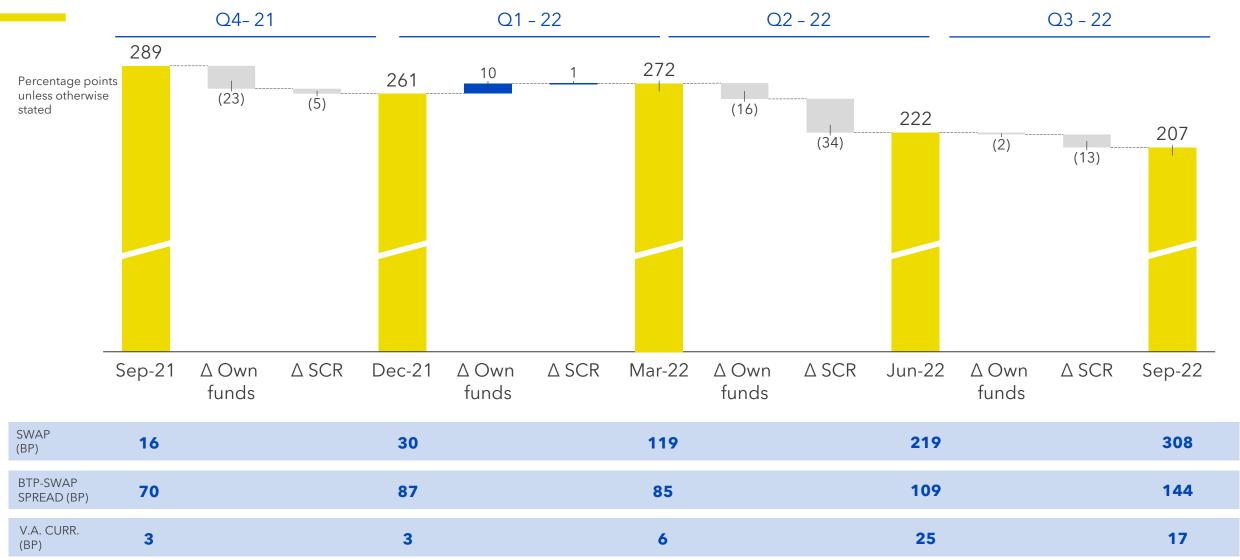
## BANCOPOSTA: SOLID AND EFFICIENT CAPITAL POSITION AN ASSET GATHERER WITH A CAPITAL LIGHT BALANCE SHEET







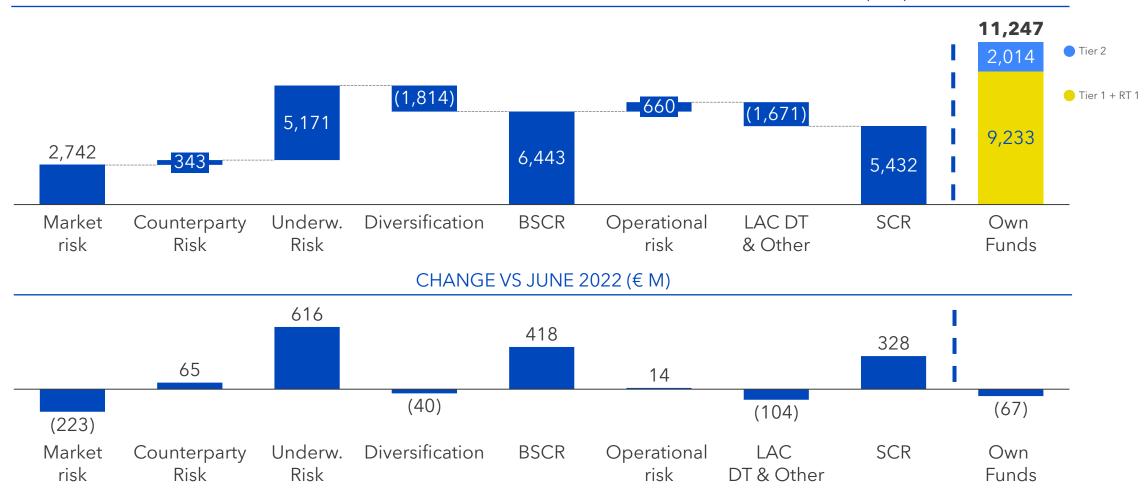
## INSURANCE SERVICES SOLVENCY II EVOLUTION





## INSURANCE SERVICES SOLVENCY II OWN FUNDS TIERING AND SOLVENCY CAPITAL REQUIREMENTS

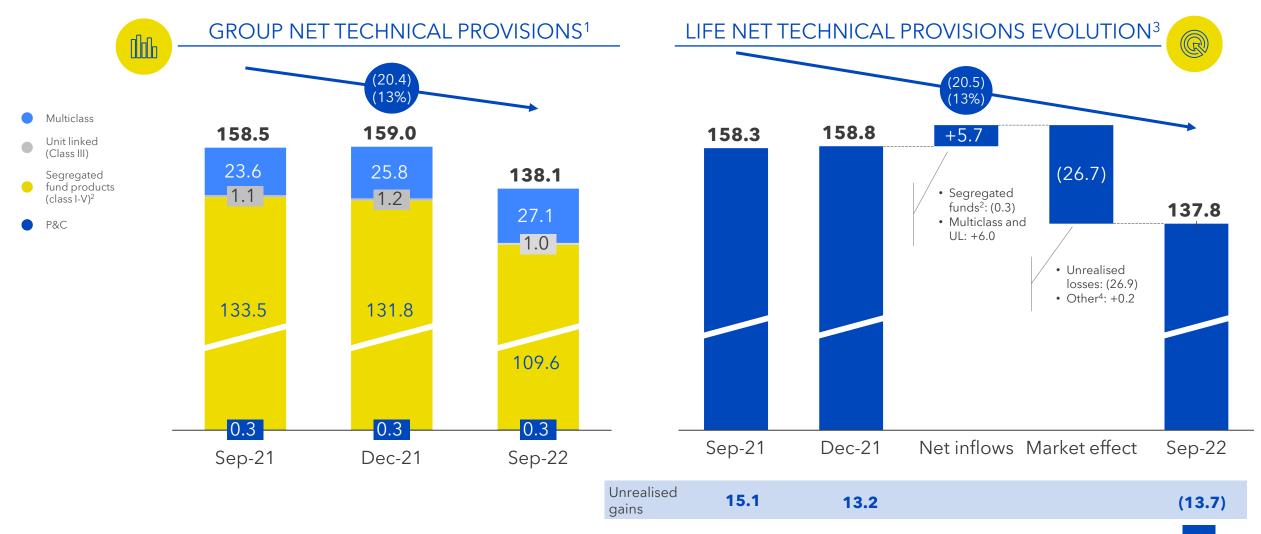
#### SOLVENCY II CAPITAL AND SOLVENCY II CAPITAL REQUIREMENT BREAKDOWN (€ M)





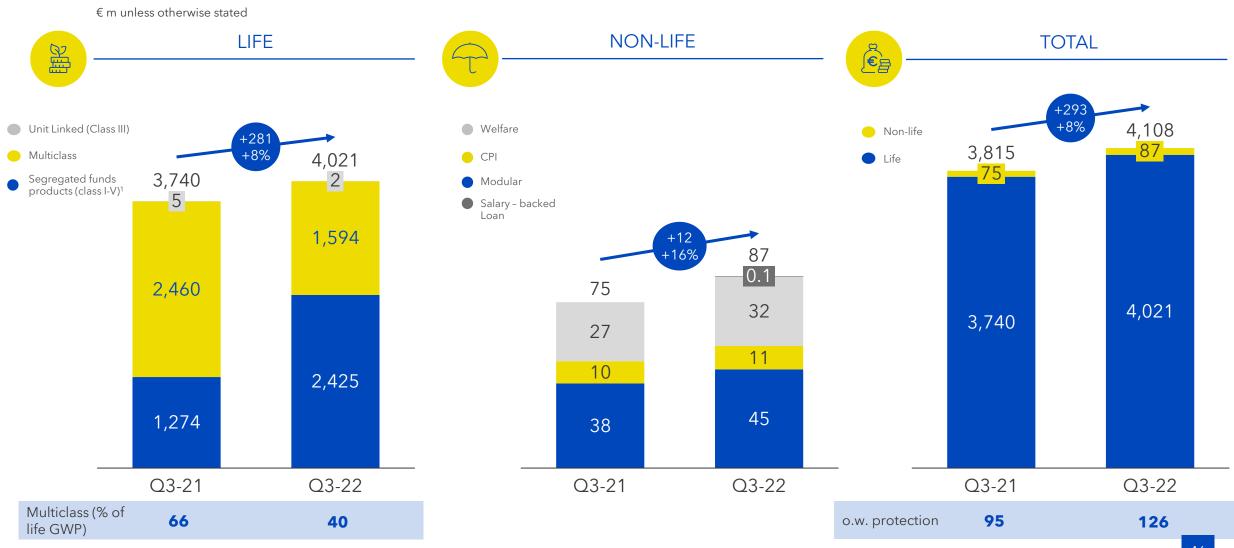
## INSURANCE SERVICES STRONG NET INFLOWS - UNREALISED GAINS IMPACTED BY HIGHER RATES

€ bn unless otherwise stated





## INSURANCE SERVICES GWP POSITIVE COMMERCIAL RESULTS ACROSS LIFE AND NON-LIFE SUPPORTING GWP GROWTH



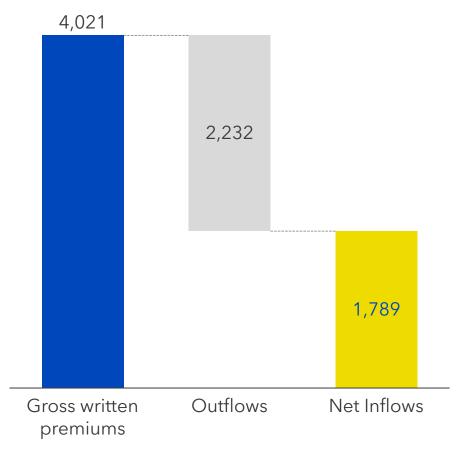


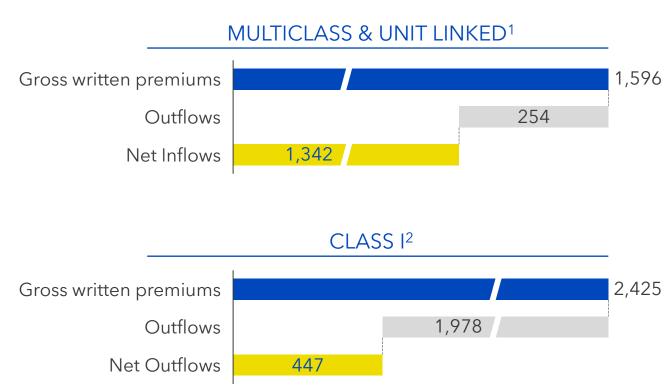
## INSURANCE SERVICES NET INFLOWS POSITIVE NET FLOWS ACROSS ALL PRODUCTS

€ m unless otherwise stated



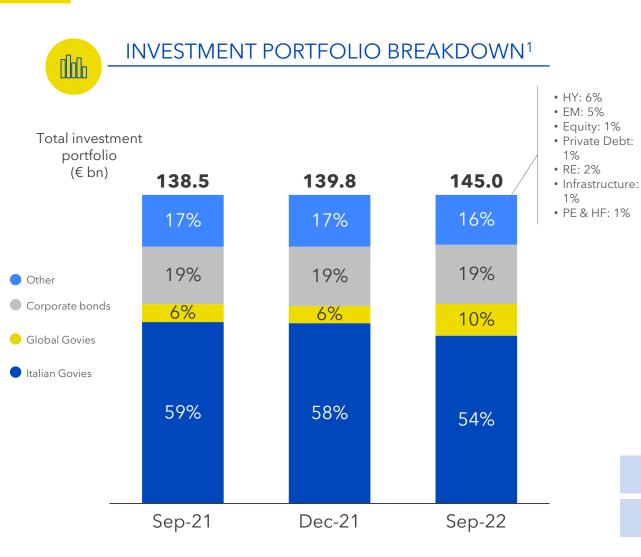
#### TOTAL NET FLOWS Q3-22



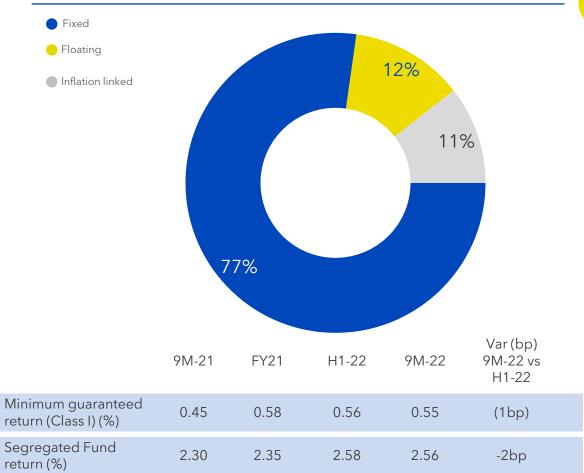




## INSURANCE SERVICES INVESTMENT PORTFOLIO ONGOING DIVERSIFICATION

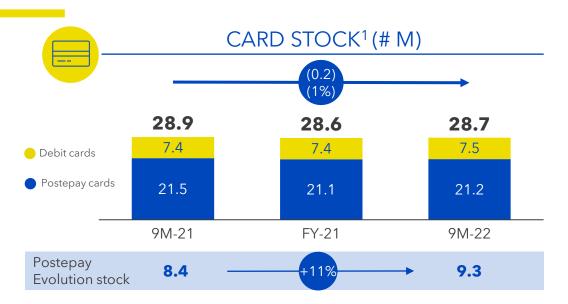


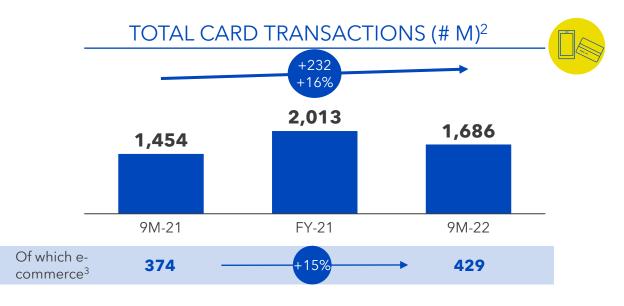
#### BOND PORTFOLIO BREAKDOWN BY COUPON TYPE

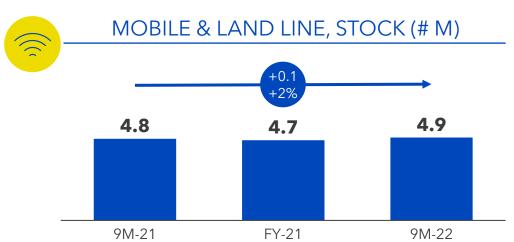


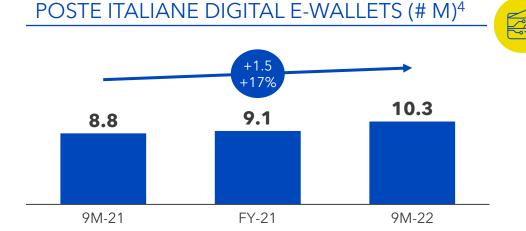


#### PAYMENTS & MOBILE KEY METRICS STEADY INCREASE ACROSS KEY METRICS



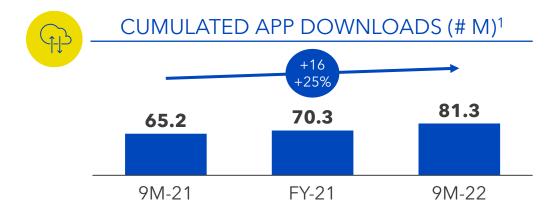


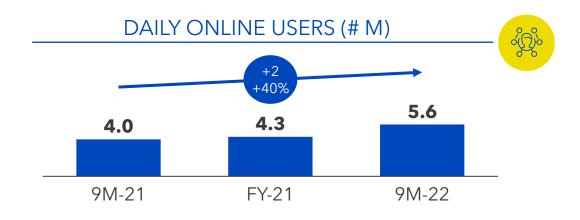


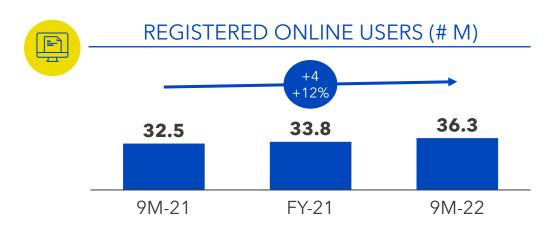


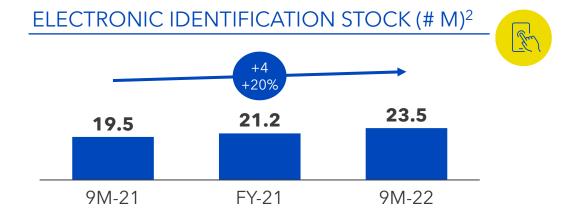
<sup>2©24</sup> Sustain& Plus

## POSTE ITALIANE DIGITAL FOOTPRINT KEY METRICS CONSTANTLY IMPROVING





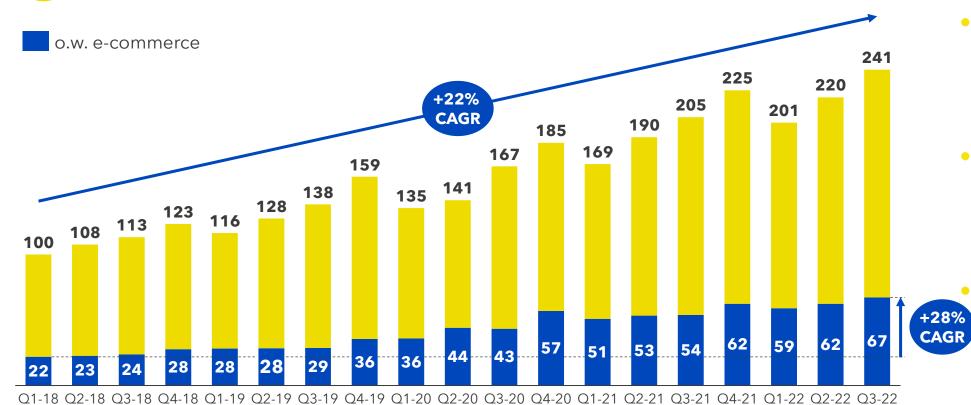




## POSTEPAY PAYMENTS TRANSACTION VALUE STEADY INCREASE IN E-COMMERCE TRANSACTIONS



#### POSTEPAY TRANSACTION VALUE (BASE 100)<sup>1</sup>



#### HIGHLIGHTS

- Postepay payment transaction value up by a strong 22% CAGR, compared to a market growth of 11%<sup>2</sup>
- Significant room for growth also thanks to the low penetration of digital payments in Italy (38%<sup>3</sup> in 2021)
  - E-commerce transactions accelerated by post pandemic customer behaviour

<sup>1.</sup> Refers to PostePay SpA transaction value; 2. Bank of Italy, CAGR relative to 2018-21; 3. Osservatorio Innovative Payments



## INTERSEGMENT COSTS AS OF Q3-22 INTERSEGMENT DYNAMICS' KEY DRIVERS

E m unless	MAIN RATIONALE		INDICATIVE MAIN		
otherwise stated			EMUNERATION SCHEME	3Q-21	3Q-22
• Pay	ments and Mobile remunerates:  Mail, Parcel and Distribution for providing IT, delivery volume, promoting and	a)	Number of payment transactions flat	a) 57	a) 54
·	selling SIMs and energy contracts and other corporates services <sup>1</sup> ;	,	fee (depending on the product)		
b)	<b>Financial Services</b> for promoting and selling card payments and other payments (e.g. tax payments) throughout the network;	b)	Fixed % of revenues	b) 54 <b>Total: 110</b>	b) 66 <b>Total: 120</b>
· Ins	urance Services remunerates:  Financial Services for promoting and selling insurance products <sup>2</sup> and for	c)	Fixed % of upfront fees	c) 123	c) 145
c)	investment management services <sup>3</sup> ;	d)	Depending on service/product	d) 16	d) 19
d)	Mail, Parcel and Distribution for providing corporate services <sup>1</sup> ;			Total: 139	Total: 164
• Fin	ancial Services remunerates:	,	F: 10//1 1: 1 1 1 1		
e)	Mail, Parcel and Distribution for promoting and selling Financial, Insurance and	e)	Fixed % (depending on the product)  of revenues	e) 1,166	e) 1,122
£)	PMD products throughout the network and for proving corporate services <sup>4</sup> ;	f)	Depending on service/product	f) 62	f) 50
f)	Payments & Mobile for providing certain payment services <sup>5</sup>			Total: 1,228 <sup>6</sup>	Total: 1,173 <sup>6</sup>
• Ma	il, Parcel and Distribution remunerates:				
g)	Payments & Mobile for acquiring services and postman electronic devices	g)	Annual fee	g) 9	g) 7
h)	Financial Services as distribution fees related to "Bollettino DTT"	h)	Flat fee for each "Bollettino"	h) 10	h) 0
				Total: 19	Total: 7



# CONSOLIDATED ACCOUNTS PROFIT & LOSS

€m	Q3-21	Q3-22	Var.	Var. %	9M-21	9M-22	Var.	Var. %
Total revenues	2,761	2,880	+119	+4%	8,445	8,745	+300	+4%
of which:								
Mail, Parcel and Distribution	851	843	(8)	(1%)	2,682	2,648	(34)	(1%)
Financial Services	1,286	1,240	(46)	(4%)	3,695	3,745	+50	+1%
Insurance Services	404	500	+97	+24%	1,448	1,573	+125	+9%
Payments and Mobile	220	297	+77	+35%	619	779	+159	+26%
Total costs	2,195	2,218	+23	+1%	6,830	6,691	(139)	(2%)
of which:								
Total personnel expenses	1,242	1,254	+13	+1%	3,934	3,844	(91)	(2%)
of which personnel expenses	1,227	1,242	+15	+1%	3,914	3,833	(80)	(2%)
of which early retirement incentives	14	12	(2)	(14%)	25	17	(8)	(32%)
of which legal disputes with employees	1	1	(0)	(16%)	(5)	(7)	(2)	(47%)
Other operating costs	755	756	+1	+0%	2,298	2,233	(65)	(3%)
Depreciation, amortisation and impairments	199	207	+9	+4%	597	614	+17	+3%
EBIT	566	663	+97	+17%	1,615	2,054	+439	+27%
EBIT Margin	+21%	+23%			+19%	+23%		
Finance income/(costs) and profit/(loss) on investments accounted for using the equity method	20	7	(13)	(65%)	59	11	(48)	(81%)
Profit before tax	586	670	+84	+14%	1,674	2,066	+391	+23%
Income tax expense	185	209	+23	+13%	500	641	+140	+28%
Profit for the period	401	461	+60	+15%	1,174	1,425	+251	+21%



# MAIL, PARCEL & DISTRIBUTION PROFIT & LOSS

€m	Q3-21	Q3-22	Var.	Var. %	9M-21	9M-22	Var.	Var. %
Segment revenue	851	843	(8)	(1%)	2,682	2,648	(34)	(1%)
Intersegment revenue	1,237	1,194	(44)	(4%)	3,584	3,675	+91	+3%
Total revenues	2,088	2,037	(51)	(2%)	6,266	6,323	+57	+1%
Personnel expenses	1,219	1,227	+8	+1%	3,858	3,763	(95)	(2%)
of which personnel expenses	1,206	1,215	+10	+1%	3,834	3,747	(88)	(2%)
of which early retirement incentives	14	11	(2)	(16%)	24	17	(7)	(30%)
Other operating costs	578	588	+10	+2%	1,787	1,776	(12)	(1%)
Intersegment costs	19	7	(12)	(62%)	60	29	(31)	(51%)
Total costs	1,816	1,822	+5	+0%	5,705	5,569	(137)	(2%)
EBITDA	272	215	(57)	(21%)	561	755	+194	+35%
Depreciation, amortisation and impairments	193	202	+9	+5%	582	599	+17	+3%
EBIT	79	13	(66)	(83%)	(21)	155	+177	n.m.
EBIT MARGIN	+4%	+1%			(0%)	+2%		
Finance income/(costs)	6	(6)	(12)	n.m.	7	(2)	(9)	(133%)
Profit/(Loss) before tax	85	7	(78)	(92%)	(14)	153	+168	n.m.
Income tax expense	39	9	(30)	(77%)	8	68	+61	n.m.
Profit for the period	45	(2)	(47)	(105%)	(22)	85	+107	n.m.

# FINANCIAL SERVICES PROFIT & LOSS

€m	Q3-21	Q3-22	Var.	Var. %	9M-21	9M-22	Var.	Var. %
Segment revenue	1,286	1,240	(46)	(4%)	3,695	3,745	+50	+1%
Intersegment revenue	180	205	+25	+14%	560	602	+43	+8%
Total revenues	1,466	1,445	(21)	(1%)	4,255	4,348	+93	+2%
Personnel expenses	9	10	+1	+11%	32	31	(0)	(1%)
of which personnel expenses	9	10	+1	+8%	31	31	(0)	(1%)
of which early retirement incentives	0	0	+0	n.m.	0	0	+0	+27%
Other operating costs	48	17	(31)	(65%)	125	66	(59)	(47%)
Depreciation, amortisation and impairments	0	0	+0	+64%	0	1	+0	+58%
Intersegment costs	1,228	1,173	(55)	(4%)	3,556	3,601	+45	+1%
Total costs	1,286	1,200	(85)	(7%)	3,713	3,699	(14)	(0%)
EBIT	180	244	+64	+36%	542	649	+107	+20%
EBIT MARGIN	12%	17%			13%	15%		
Finance income/(costs)	2	(0)	(2)	n.m.	9	(22)	(31)	n.m.
Profit/(Loss) before tax	182	244	+62	+34%	551	626	+75	+14%
Income tax expense	52	67	+15	+28%	158	180	+22	+14%
Profit for the period	130	178	+48	+37%	393	447	+53	+14%



# INSURANCE SERVICES PROFIT & LOSS

€m	Q3-21	Q3-22	Var.	Var. %	9M-21	9M-22	Var.	Var. %
Segment revenue	404	500	+97	+24%	1,448	1,573	+125	+9%
Intersegment revenue	1	1	(0)	(30%)	2	2	(0)	(10%)
Total revenues	405	501	+96	+24%	1,450	1,575	+125	+9%
Personnel expenses	7	9	+2	+22%	26	27	+1	+4%
	,							
of which personnel expenses	7	9	+1	+20%	24	26	+2	+9%
of which early retirement incentives	0	0	+0	n.m	1	0	(1)	(92%)
Other operating costs	24	23	(0)	(1%)	<i>75</i>	69	(5)	(7%)
Depreciation, amortisation and impairments	1	0	(1)	(63%)	3	3	(0)	(3%)
Intersegment costs	139	164	+25	+18%	457	496	+39	+9%
Total costs	171	196	+26	+15%	560	595	+35	+6%
EBIT	234	305	+71	+30%	890	980	+90	+10%
EBIT MARGIN	58%	61%			61%	62%		
Finance income/(costs)	13	13	+0	+4%	40	36	(4)	(10%)
Profit/(Loss) before tax	247	318	+71	+29%	930	1,017	+86	+9%
Income tax expense	73	104	+31	+43%	278	315	+37	+13%
Profit for the period	174	214	+40	+23%	653	701	+49	+7%



# PAYMENTS & MOBILE PROFIT & LOSS

€m	Q3-21	Q3-22	Var.	Var. %	9M-21	9M-22	Var.	Var. %
Segment revenue	220	297	+77	+35%	619	779	+159	+26%
Intersegment revenue	79	65	(13)	(17%)	246	201	(45)	(18%)
Total revenues	299	362	+63	+21%	866	980	+114	+13%
Personnel expenses	6	8	+3	+45%	19	22	+3	+17%
of which personnel expenses	6	8	+3	+45%	19	22	+3	+17%
Other operating costs	105	128	+23	+22%	311	323	+12	+4%
Intersegment costs	110	120	+10	+9%	318	352	+35	+11%
Total costs	221	256	+36	+16%	648	698	+49	+8%
EBITDA	78	106	+28	+36%	217	282	+65	+30%
Depreciation, amortisation and impairments	4	5	+0	+9%	13	12	(0)	(2%)
ЕВІТ	73	101	+27	+37%	205	270	+65	+32%
EBIT MARGIN	25%	28%			24%	28%		
Finance income/(costs)	(1)	(0)	+0	n.m.	3	(0)	(3)	n.m.
Profit/(Loss) before tax	73	100	+28	+38%	208	270	+62	+30%
Income tax expense	21	29	+8	+39%	57	77	+20	+35%
Profit for the period	52	72	+20	+38%	150	192	+42	+28%

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