

POSTE ITALIANE CONFIRMS LEADERSHIP IN GENDER EQUALITY POLICIES ACCORDING TO THE BLOOMBERG GENDER - EQUALITY INDEX

The Group led by CEO Matteo Del Fante in the index for the fourth consecutive year with an even higher score and a rating above the average of the companies examined

Rome, 31st January 2023 – Poste Italiane's gender equality policies and transparency have been rewarded with the inclusion for the fourth consecutive year in the Gender-Equality Index (GEI) 2023, the main international benchmark index assessing the quality of the company's initiatives for equality and inclusion. The global index examines 484 companies worldwide, spread across 11 industries with headquarters in 45 countries and a combined market capitalisation of USD 16 trillion. In the 2023 edition, Poste Italiane received a score even higher than in 2022, achieving a rating above the average value of companies evaluated in the GEI.

The Gender-Equality Index is considered a benchmark for investors seeking reliable and comparable information to assess companies' commitment to gender equality values. The assessment obtained by Poste Italiane is the result of the examination of five areas of analysis. The rating rewarded especially transparency in the disclosure of information, pay equity and the inclusive culture, achieving a higher overall score also this year than the average of the companies assessed.

"In addition to the great satisfaction for the confirmation in Bloomberg's Gender-Equality Index - commented Poste Italiane's CEO Matteo Del Fante - I also underline our ability to improve year by year the rating and score, a sign of the recognised value of Poste Italiane's achievements in gender equality policies in every aspect of corporate life. The consolidation of our leadership position in the GEI therefore demonstrates the rooting of these values in our corporate culture at every level of responsibility, strengthening our reputation among citizens and the financial community".

"The result obtained," emphasised the Co-General Manager, Giuseppe Lasco, "gives further impetus to our common commitment to achieve increasingly high standards aligned with national and international best practices in the field of equality and inclusiveness. It also certifies the solidity of the path undertaken to create the best working conditions in the corporate environment and the effectiveness of the integration of ESG in our Strategic Plan. We will therefore continue to work to ensure that Poste Italiane is recognised as the workplace where everyone can best express themselves to achieve their desired professional goals".

The inclusion, for the fourth year running, in Bloomberg's GEI index adds to the numerous recognitions obtained by Poste Italiane, which is included in the most prestigious international sustainability indices, including the Dow Jones Indices for the fourth consecutive year, Euronext Vigeo-Eiris Indices, Euronext MIB® ESG, Euronext Equileap Gender Equality Eurozone 100, FTSE4Good, Integrated Governance Index, Stoxx Global ESG Leaders. In addition to these, we also obtained ratings from major international agencies, such as the 'AA' rating from MSCI, a score of 12.7 from Sustainalytics, the highest score in the three E-S-G dimensions analysed by ISS, and the

maintenance in the Leadership bracket of the classification drawn up by the international organisation CDP (formerly the Carbon Disclosure Project).

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