

This document is aimed at disclosing specific Gender Equality-related information, as required by the **Bloomberg Gender-Equality Index (GEI)**.

## Introduction

This document has been published in order to ensure a complete disclosure with respect to Gender Equality-related information, as required by Bloomberg Gender-Equality Index (GEI).

Please note that this document shall not be considered as an exhaustive representation of Poste Italiane Diversity and Inclusion Strategy. For further information, please see the [Annual Report 2022](#) (pages 306-319).

The following table contains both qualitative and quantitative KPIs, divided into four categories: Leadership, Talent pipeline, Pay and Inclusive culture.

All data are representative of the entire Poste Italiane workforce (100% of employees covered).

Bloomberg GEI KPI	Result (FY 2022)	Sources/Supplementary information
<b>Leadership</b>		
Percentage of women on company board	44.4%	Poste Italiane website, section "Governance/Board of Directors". <a href="https://www.posteitaliane.it/en/board-of-directors.html">https://www.posteitaliane.it/en/board-of-directors.html</a>
Chairperson is a woman	YES	Poste Italiane website, section "Governance/Board of Directors". <a href="https://www.posteitaliane.it/en/board-of-directors.html">https://www.posteitaliane.it/en/board-of-directors.html</a>
Gender balance in board leadership	40%	Poste Italiane website, section "Governance/Board of Directors/Composition and Requirements". <a href="https://www.posteitaliane.it/en/composition-and-requirements.html">https://www.posteitaliane.it/en/composition-and-requirements.html</a>
Chief executive officer (CEO) is a woman	NO	
Woman chief financial officer (CFO) or equivalent	NO	
Percentage of women executive officers	7.7%	Poste Italiane website, section "Company/About Us/Our managers". <a href="https://www.posteitaliane.it/en/our-managers.html">https://www.posteitaliane.it/en/our-managers.html</a>
Chief diversity officer (CDO)	YES	The Head of People Care and Diversity Management function, in coordination with the Group Risk Governance function, operates as an activator and promoter of cultural and organisational change. The Head of People Care and

		<p>Diversity Management reports to the Head of Human Resources through the Head of Industrial Relations, is the owner of D&amp;I activities in Poste Italiane and is responsible for the implementation of the following Poste Italiane's policies: "Corporate Policy on the Protection and Safeguarding of Human Rights"; "Policy on the Diversity of Management and Control Bodies"; "Diversity &amp; Inclusion Policy"; "Active Parenting Support Policy".</p> <p>Annual Report 2022, page 309</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
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## Talent Pipeline

<b>Percentage of women in total management</b>	46%	<p>The figure can be found by calculating the percentage of total women Executives and Middle managers (7,299) over total Executives and Middle managers (15,850) in the Table "Classification of employee by category, gender and age group".</p> <p>Annual Report 2022, page 409.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Percentage of women in senior management</b>	24.6%	<p>The figure can be found by calculating the percentage of total women Executives (167) over total Executives (679) in the Table "Classification of employee by category, gender and age group".</p> <p>Annual Report 2022, page 409.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Percentage of women in middle management</b>	47%	<p>The figure can be found by calculating the percentage of total women Middle managers (7,132) over total Middle managers (15,171) in the Table "Classification of employee by category, gender and age group".</p> <p>Annual Report 2022, page 409.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Percentage of women in non-managerial positions</b>	54%	<p>The figure can be found by calculating the percentage of total women Operational staff (56,970) over total Operational staff (105,183) in the Table "Classification of employee by category, gender and age group".</p> <p>Annual Report 2022, page 409.</p>

		<a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a>
<b>Percentage of women in total workforce</b>	53%	<p>The figure can be found by calculating the percentage of total women workforce (64,269) over total workforce (121,033) in the Table "Classification of employee by category, gender and age group".</p> <p>Annual Report 2022, page 409.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Percentage of women total promotions</b>	47.8%	<p>Following the Bloomberg methodology requirements, the figure is provided by calculating the percentage of total women promoted over total employees promoted in 2022.</p>
<b>Percentage of Women IT/Engineering</b>	20.8%	<p>Annual Report 2022, page 410, table "Workforce diversity by gender".</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Percentage of new hires are women</b>	46.5%	<p>The figure can be found by calculating the percentage of total women hired (3,664) over total hires (7,872) in the Table " Total number of new hires by gender and age".</p> <p>Annual Report 2022, page 400.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Percentage of women attrition</b>	2.9%	<p>Annual Report 2022, page 402, table "Turnover rate of employees by gender and age".</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Time-bound action plan with targets to increase the representation of women in leadership positions</b>	YES	<p>The Group has defined an action plan to increase the representation of women in leadership positions. Among the Diversity and Inclusion targets, in 2021 Poste Italiane has set the target to reach 45% of female succession candidates by 2024, in order to strengthen the presence of women in management succession plans, instrumental to increasing the presence of women in positions of greater responsibility in the Group.</p> <p>Annual Report 2022, page 308.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>

<b>Time-bound action plan with targets to increase the representation of women in the company</b>	YES	<p>The Group has defined an action plan to increase the representation of women in the Company. Among the Diversity and Inclusion targets, the Group aims at investing in the internal development of STEM skills and roles and the promotion of cultural reference models from a pluralistic gender equality perspective, also increasing the involvement of women in the mentoring program.</p> <p>Annual Report 2022, page 308.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Pay</b>		
<b>Adjusted mean gender pay gap</b>	-0.7%	<p>The pay gap is calculated weighing the spread measured for uniform population bands (that is with the same degree of complexity and level of responsibility associated with the role) for the relative weight of the gender more represented in Poste Italiane (female).</p> <p>Report on the 2023 Remuneration Policy and on the amounts paid in 2022, page 27.</p> <p><a href="https://www.posteitaliane.it/files/1476582642002/Report-on-the-2023-remuneration-policy-and-on-the-amounts-paid-in-2022-ENG.pdf">https://www.posteitaliane.it/files/1476582642002/Report-on-the-2023-remuneration-policy-and-on-the-amounts-paid-in-2022-ENG.pdf</a></p>
<b>Global mean (average) raw gender pay gap</b>	N/A	<p>Global mean (average) raw gender pay gap data cannot be provided for the reporting year, as Poste Italiane uses a methodology calculation of the pay gap that weights the spread measured for uniform population bands, thus obtaining an adjusted data.</p>
<b>Time-bound action plan to close its gender pay gap</b>	YES	<p>The Group commits to define an action plan to monitor, pursue and maintain over time the gender neutrality of the remuneration policy. Moreover, among the Diversity and Inclusion key targets, in 2022 Poste Italiane achieved the target to obtain the Equal Salary Certification.</p> <p>Annual Report 2022, page 308.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</b>	YES	<p>The “2022-2024 Performance Share LTIP” is composed by an ESG target - weighted 20% of the Plan - which is linked to strengthening the female presence in managerial succession plans, with the aim of increasing the presence of women in positions of greater responsibility within Poste Italiane Group.</p>

		<p>Report on the 2023 Remuneration policy and on the amounts paid in 2022, page 53.</p> <p><a href="https://www.posteitaliane.it/files/1476582642002/Report-on-the-2023-remuneration-policy-and-on-the-amounts-paid-in-2022-ENG.pdf">https://www.posteitaliane.it/files/1476582642002/Report-on-the-2023-remuneration-policy-and-on-the-amounts-paid-in-2022-ENG.pdf</a></p>
<b>Inclusive culture</b>		
<b>Number of weeks of fully paid primary parental leave offered</b>	20	<p>Poste Italiane implemented policies to support the protection of maternity and paternity aimed to ensure a better treatment than the one required by law. Poste Italiane delivers the 100% of the salary during the leave for all 5 months compared to the 80% required by law.</p> <p>Poste Italiane - The Renewal of the National Collective Labour Contract, page 2.</p> <p><a href="https://www.posteitaliane.it/files/1476567748117/CCNL-and-Employee-Support-Programs.pdf">https://www.posteitaliane.it/files/1476567748117/CCNL-and-Employee-Support-Programs.pdf</a></p>
<b>Number of weeks of fully paid secondary parental leave offered</b>	0	<p>During the parental leave for the first 6 months of the child, Poste Italiane delivers the 80% of the retribution for the 2 months, compared to the 30% required by law.</p> <p>Poste Italiane - The Renewal of the National Collective Labour Contract, pages 11-12.</p> <p><a href="https://www.posteitaliane.it/files/1476567748117/CCNL-and-Employee-Support-Programs.pdf">https://www.posteitaliane.it/files/1476567748117/CCNL-and-Employee-Support-Programs.pdf</a></p>
<b>Parental leave retention rate</b>	100%	<p>In 2022, 100% of women employees that used parental leave during the previous fiscal year remained employed by the Company 12 months after their return.</p>
<b>Back-up family care services or subsidies through the company</b>	YES	<p>Poste Italiane guarantees paid family or care leave beyond parental leave for caring needs for a child, spouse, partner, dependent, parent, sibling, or other designated relation with a physical or mental health condition.</p> <p>Poste Italiane - The Renewal of the National Collective Labour Contract page 12.</p> <p><a href="https://www.posteitaliane.it/files/1476567748117/CCNL-and-Employee-Support-Programs.pdf">https://www.posteitaliane.it/files/1476567748117/CCNL-and-Employee-Support-Programs.pdf</a></p>
<b>Flexible working policy</b>	YES	<p>The Group is committed to interventions aimed at improving the condition of employees and their families with increasing attention to aspects related to work-life balance, motivation and issues of strong social relevance.</p> <p>Poste Italiane - The Renewal of the National Collective Labour Contract pages 8-9.</p>

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<b>Employee resource groups for women</b>	YES	<p>In the area of support for gender equality, numerous initiatives were promoted in 2022, such as the partnership with “Valore D”, the obtainment of the Equal Salary certification and the valorisation of STEM skills through the inclusion of young women with this course of study. These initiatives represent an important chapter of the Diversity &amp; Inclusion Plan, which also includes strengthening management systems for career progression in middle management positions, enhancing work life adjustment mechanisms in terms of sharing family responsibilities, and removing potential obstacles to gender equality, including those related to sexual orientation and gender-based violence.</p> <p>Annual Report 2022, page 316.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Unconscious bias training</b>	YES	<p>In 2021, Poste Italiane has launched a series of e-learning courses on Diversity &amp; Inclusion. These meetings are aimed at the entire corporate population and include "unconscious bias" topic. In 2022, enhancing the path started the previous year, the Group implemented the design of composite focus groups aimed at assessing the main conscious or unconscious biases that influence inclusive leadership.</p> <p>Annual Report 2021, page 315.</p> <p><a href="https://www.posteitaliane.it/files/1476557513302/Annual-Financial-Report-2021-PDF.pdf">https://www.posteitaliane.it/files/1476557513302/Annual-Financial-Report-2021-PDF.pdf</a></p> <p>Annual Report 2022, page 309.</p> <p><a href="https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf">https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf</a></p>
<b>Annual anti-sexual harassment training</b>	YES	<p>In 2022, the Group broadened its focus on issues concerning sexual orientation and the prevention of gender harassment in the workplace by extending an information program to raise awareness among all employees. The aim is to provide an overview of gender harassment and its impacts on individuals and organizations, to promote a culture of respect in the workplace.</p> <p>Furthermore, in relation to the Company’s commitment to combating gender-based violence and the “Housing Autonomy” project, Poste Italiane held a webinar dedicated to project contact persons and Human Resources Managers.</p>

The aim of the initiative was to raise awareness on the topic of gender-based harassment and violence and the main tools to recognise the phenomenon and prevent it, while offering an overview of programs for the employment and housing inclusion of women victims of violence.

Annual Report 2022, page 310-312.

<https://www.posteitaliane.it/files/1476584066849/Annual-Financial-Report-2022.pdf>