



Diversity and inclusion

[GRI 405-1] COMPOSITION AND BREAKDOWN OF POSTE ITALIANE SPA BOARD OF DIRECTORS BY GENDER AND AGE*

Composition and breakdown of the Board of Directors	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Members bodies of Governance	5	4	9	5	4	9	5	4	9
< 30 years old	0	0	0	0	0	0	0	0	0
30 – 50 years old	0	0	0	0	0	0	1	0	1
> 50 years old	5	4	9	5	4	9	4	4	8
Members bodies of Governance (%)	55.6	44.4	100	55.6	44.4	100	55.6	44.4	100
< 30 years old	0	0	0	0	0	0	0	0	0
30 – 50 years old	0	0	0	0	0	0	20	0	11
> 50 years old	100	100	100	100	100	100	80	100	89

* Figures expressed as Headcount.

[GRI 405-1] CLASSIFICATION OF EMPLOYEE BY CATEGORY, GENDER AND AGE GROUP*

Level of professionalism of employees	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	481	146	627	512	167	679	514	174	688
< 30 years old (%)	0	0	0	0	0	0	0	0	0
30 – 50 years old (%)	36	42	38	35	43	37	30	39	32
> 50 years old (%)	64	58	62	65	57	63	70	61	68
Middle managers	7,822	7,034	14,856	8,040	7,132	15,171	8,079	7,212	15,291
< 30 years old (%)	0.3	0.2	0.2	0.4	0.2	0.3	0.4	0.4	0.4
30 – 50 years old (%)	49	47	48	51	49	50	53	51	52
> 50 years old (%)	51	53	52	49	50	50	46	49	47
Operational staff	47,111	56,375	103,486	48,213	56,970	105,183	47,892	56,284	104,176
< 30 years old (%)	12	6	9	14	8	11	15	8	11
30 – 50 years old (%)	48	46	47	49	47	48	50	47	49
> 50 years old (%)	40	47	44	37	46	42	35	45	40
Total	55,414	63,555	118,969	56,765	64,269	121,033	56,485	63,670	120,155

* The figures are shown in Full Time Equivalent (FTE) terms for both permanent and flexible personnel.

[GRI 405-1] NUMBER OF PERSONNEL BY OTHER DIVERSITY INDICATORS

Employees	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees with disabilities	3,123	2,171	5,294	2,934	2,239	5,173	2,728	2,308	5,036

WORKFORCE DIVERSITY BY GENDER

Women in the workforce by category (%)*	2021	2022	2023
Management positions	31.5	32.4	32.2
Top management**	17.9	16.3	16.4
Junior management***	33.4	34.3	34.1
Revenue-generating functions****	31.3	29.4	28.6
STEM positions*****	21	20.8	20.7

* The percentages regard the presence of women in formally designated organisational roles within Poste Italiane and Group Companies.

** Includes first and second level personnel within Poste Italiane, the chief executive officers and general managers of the main Group companies and personnel reporting directly to them. The target set for 2023 is 16%.

*** Includes managers other than Top Management.

**** Includes organisational roles within the Post Office Network (MP) and Business and Public Administration functions (MIPA).

***** Science, technology, engineering and mathematics. This may include, for example, the following professions: computer programmer, web developer, statistician, logistics manager, engineer, physicist, scientist. The survey for STEM positions is carried out, in continuity with previous analyses, on the basis of the 'STEM' degree.

WORKFORCE DIVERSITY BY COUNTRY OF ORIGIN*

Workforce diversity by country of origin	2021						2022						2023					
	Italian	Switzerland	German	French	Libyan	Venezuelan	Italian	Switzerland	German	French	Libyan	Venezuelan	Italian	Switzerland	German	French	Libyan	Venezuelan
Number of employees by country of origin	116.234	589	414	180	116	127	117.976	569	243	168	101	122	117.247	561	278	147	89	116
Percentage of employees by country of origin (%)	97,7	0,5	0,3	0,2	0,1	0,1	97,5	0,5	0,2	0,1	0,1	0,1	97,6	0,5	0,2	0,1	0,1	0,1
Number employees in management positions by country of origin**	1.298	5	3	2	0	0	1.248	5	1	2	0	0	1.434	4	1	2	0	0
Percentage of employees in management positions by country of origin (%)	98,26	0,38	0,23	0,15	0	0	98,5	0,39	0,08	0,16	0	0	98,5	0,27	0,07	0,14	0	0

* Figures expressed in full-time equivalent (FTE). The survey mainly refers to the country of birth.

** Includes the positions of junior, middle and senior management.