

HUMAN RIGHTS INSIGHTS¹

¹ Content prepared in order to comply with disclosure requirements of S&P Global rating agency

INDEX

Group’s commitment to protecting human rights 3

ANNEX | Operations that have been subject to human rights assessments 5

Group's commitment to protecting human rights

With the aim of monitoring and managing risks and opportunities associated with human rights in all their manifestations, the "Group policy for the protection of Human Rights" is an essential tool for outlining a clear approach in managing activities of Poste Italiane and those delegated to third parties or conducted with partners, demonstrating the Group's commitment to carrying out socially responsible investment and management activities.

In order to encourage a corporate culture based on respect and valorization of diversity, in line with what has already been stated in the Code of Ethics and in the Company Policy on the safeguarding and protection of Human Rights, Poste Italiane has adopted a specific "Diversity & Inclusion Policy". This policy also aims to define the methods of creating value within working environments, promoting diversity in all its facets and evaluating the risks associated with the occurrence of discrimination within the Company. Poste Italiane pays particular attention to safeguarding the rights of all subjects included within the Group's value chain, belonging to specific categories such as: its own workers, women, children, indigenous people, migrants, external workers, local communities, suppliers and partners, customers, people with disabilities, people who are victims of any form of discrimination and violence. Through this Policy, the Group affirms its commitment to conforming company processes to the main international standards and best practices, and to promoting these principles and periodically reporting the progress of the performances achieved, in terms of management and monitoring methods, identified risks and management and mitigation actions. Furthermore, the Policy regulates various aspects concerning the prevention, condemnation and no-tolerance of any form of harassment (sexual and non-sexual), discrimination or violence, including forced labor, child labor and human trafficking, also promoting freedom of association, the right to collective bargaining and to fair remuneration, in order to support the well-being of people.

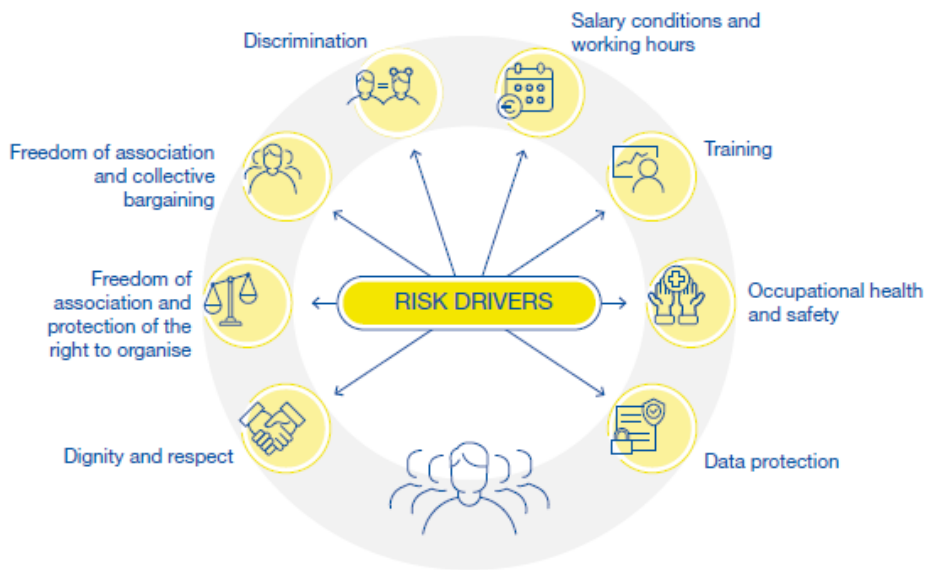
Through the application of risk assessment procedures, the Group's risk management model also provides for the periodic identification of business activities and organizational areas that could entail a risk of human rights violations. This process is carried out at least annually, as well as on the basis of specific requirements (e.g. prior authorization of any corporate transaction) and is structured as follows:

- Identification of human rights risk drivers (e.g. freedom of association, dignity and respect for human rights, discrimination, equal pay, forced labor, human trafficking, child labor, etc.);
- Identification and analysis of the most relevant drivers with respect to Poste Italiane's business;
- Carrying out an assessment to:
 - Identify the areas most at risk of human rights violations;
 - Identify measures to mitigate this risk (e.g. certification, guidelines, policies, contractual agreements, due diligence, training, audits, etc.);
 - Define potential action plans in case such measures are absent or inadequate;
 - Monitor the implementation of action plans.

These activities are identified both according to their direct impacts, i.e. generated directly by the Company, and according to their indirect impacts, i.e. generated by third parties that collaborate with the Company. The analyses focus on one hand on Poste Italiane's own operations, with reference to the protection of the human rights of its employees and other stakeholders, and on the other hand, on the activities carried out by third parties connected to the Company, such as suppliers, sub-contractors, customers, local communities, and the financial community. Analyses are also carried out upon approval of new business relationships and corporate transactions, such as mergers, acquisitions, joint ventures and partnerships.

Listed below are the various drivers that have been identified as particularly significant with respect to Poste Italiane's business. These factors were considered in order to identify and analyze

human rights risks, both direct and indirect, in relation to different material topics and financial and non-financial capital, as well as for the identification of specific mitigation actions.

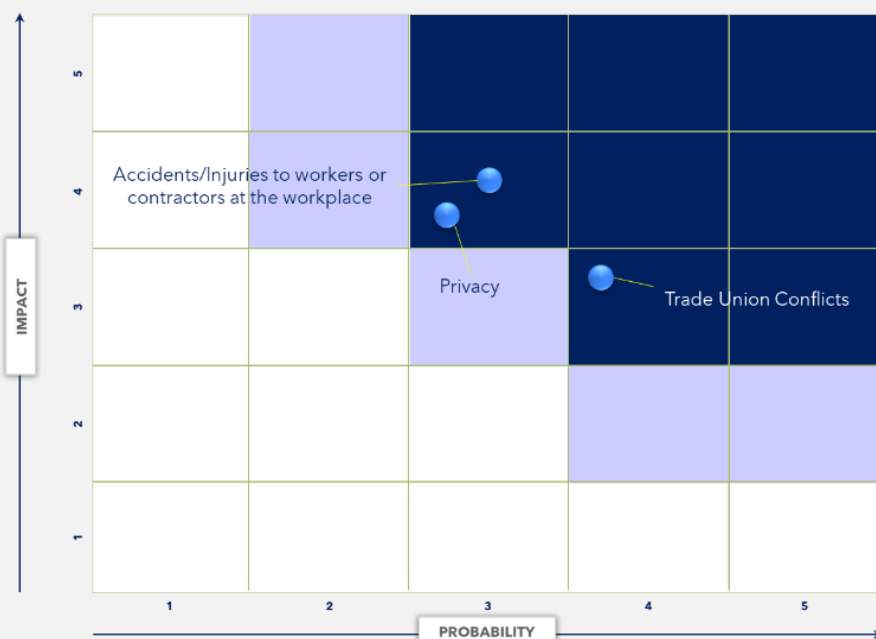


Below is the matrix developed by the Poste Italiane Group, which provides an illustrative – though not exhaustive – mapping of three risks associated with potential human rights violations. This representation serves as an example of the methodology adopted for the assessment of human rights-related risks, including the corresponding residual risk ratings, based on a combined analysis of the likelihood of occurrence and the potential magnitude of the impact associated with each identified risk.

In addition, a summary table is provided, presenting each of the three risks along with a brief description and an indication of where, within the value chain, the related human rights issues or impacts may potentially occur.



Human Rights Risk mapping



Risk	Potential issue	Where issues may arise
		Value chain
Non-compliance with privacy regulations	Processing of personal data in violation of applicable regulations	Own operations
Accidents/Injuries to workers or collaborators at the workplace	Accidents to workers or collaborators at the workplace resulting from the execution of operational activities (e.g. acceptance, transport and sorting activities; postal product delivery activities with particular reference to the use of company motor vehicles and vehicles, counter activities)	Own operations
Trade Union Conflicts	Tensions and states of industrial unrest related to the launch of the new delivery model and other ongoing transformation actions	Own operations

ANNEX | Operations that have been subject to human rights assessments

Group companies **	2021	2022	2023	2024
Number of Group Companies subject to assessment of respect of human rights *	29	39	40	40
Total number of Group companies	29	39	40	40
Total percentage of Group companies subject to assessment of respect of human rights (%)	100	100	100	100

* All Group sites have mitigation plans in place to reduce the possibility of negative impacts related to human rights risks. In this regard, it is specified that no human rights violations were detected in 2024 and therefore, no corrective action was necessary.

** The scope of the indicator includes companies consolidated on a line-by-line basis and subsidiaries/associates consolidated at equity.