

REPORT OF THE BOARD OF DIRECTORS ON THE EIGHTH ITEM ON THE AGENDA**Report on the 2026 remuneration policy.**

Dear Shareholders,

the Report on the 2026 remuneration policy was prepared in accordance with the provisions of article 123-*ter* of Legislative Decree n. 58 of 24 February 1998 and article 84-*quater* of Consob Resolution n. 11971 of 14 May 1999 and subsequent amendments and additions. According to the provisions of the paragraphs 3, 3-*bis*, and 3-*ter* of article 123-*ter* of Legislative Decree n. 58 of 24 February 1998, the Shareholders' Meeting is called to approve, through a binding resolution, the Report on the remuneration policy, which explains (i) the Company's policy regarding the remuneration for members of the board of directors, the general manager and other executives who have strategic responsibilities, with reference to the year 2026, and, without prejudice to the provisions of article 2402 of the Italian Civil Code, the members of control bodies, as well as (ii) the procedures used for the adoption and implementation of such policy.

A document describing the remuneration and incentive plans for personnel under BancoPosta's Ring-Fenced Capital – prepared pursuant to the Bank of Italy's Circular n. 285, First Part, Title IV, Chapter 2 of 17 December 2013, as well as to the EBA guidelines and EBA Regulatory Technical Standard (RTS) in force from time to time and likewise submitted to the binding resolution of the Shareholders' Meeting – is attached to the Report on the remuneration policy. It should also be noted that, following the inspections carried out on compliance of the implementation of the practices with respect to the remuneration and incentives policy for personnel of BancoPosta's Ring-Fenced Capital in force in 2025, a general level of adequacy was found.

Together with the attachment regarding the guidelines on the remuneration and incentive policy for BancoPosta's Ring-Fenced Capital, the Report on the remuneration policy is contained in a document – named "Report on the 2026 remuneration policy and on the

amounts paid in 2025”– made available for public consultation at the same time as this report and to which reference is made.

In light of the foregoing, we submit for your approval the following

Proposal

The Shareholders’ Meeting of Poste Italiane S.p.A. approves the Report on the remuneration policy for the year 2026 – including the guidelines on the remuneration and incentive policy for BancoPosta’s Ring-Fenced Capital, which are attached to the Report on the remuneration policy regarding – which explains (i) the Company’s policy regarding the remuneration for members of the board of directors, the general manager and other executives with strategic responsibilities, and the members of control bodies, as well as (ii) the procedures used for the adoption and implementation of such policy.