



Reference No. 73659

File No. 38147

MINUTES OF THE ORDINARY SHAREHOLDERS' MEETING OF

"POSTE ITALIANE - SOCIETA' PER AZIONI"

ITALIAN REPUBLIC

In the year twenty-twenty six, on the twenty-seventh day of April

(27 April 2026)

in Rome, piazzale di Porta Pia 121;

at 4:35 p.m.

I the undersigned, Nicola Atlante, Notary in Rome, member of the Board of Notaries of Rome;

at the request of Silvia Maria Rovere born in Caraglio (CN) on 26 July 1971 (the Chairman) domiciled at the premises below, whom I personally know, I hereby record pursuant to art. 2375 of the Civil Code as follows the Shareholders' Meeting of the company:

"POSTE ITALIANE - SOCIETA' PER AZIONI"

with registered office in Rome, at Viale Europa 190, tax code and registration number with Companies Register of Rome 97103880585, VAT no. 01114601006, Economic and Administrative Index (REA) of Rome no. 842633, share capital registered with Companies Register as at today's date of 1,306,110,000.00 euros fully paid in (the Company)

held in Rome, Viale Europa 175, on 27 April 2026, beginning at 2:18 pm and ending at 3:35 pm.

I, the undersigned Notary, hereby certify that the record of the proceedings of the aforementioned Shareholders' Meeting, which I, the Notary, attended without interruption at the place of convocation indicated above, i.e. Viale Europa 175, Rome, is as follows.

As Chair of the Board of Directors of Poste Italiane S.p.A., she took the chair of the Shareholders' Meeting pursuant to art. 12.1 of the Articles of Association, and declared it to be open at 2:18 pm.

The Chairman first extended a warm welcome to all those who had taken part, also on behalf of the Chief Executive Officer, the other members of the Board of Directors, the General Manager, the Board of Statutory Auditors, the Chief Magistrate of the Court of Auditors and the Company's employees.

It is noted, by way of preliminary remark, that the Company has decided to avail itself of the option provided for under Article 135-undecies.1 of Legislative Decree No. 58 of 24 February 1998 (hereinafter, for brevity, also the "Consolidated Law on Finance" or "TUF") and Article 11.6 of the Articles of Association, by providing in the notice of call that attendance at the Shareholders' Meeting by those entitled to exercise voting rights may take place exclusively through the designated representative pursuant to Article 135-undecies of the Consolidated Law on Finance and Article 11.5 of the Articles of Association, to whom proxies or sub-proxies may also be granted pursuant to Article 135-novies of

Registered in Rome 5

06/5/2026

No. 4137

Series 1/T

Fees Euro 200.00

the TUF, as specified below, while the directors, statutory auditors and other entitled persons, including the designated representative, may attend the Shareholders' Meeting by means of remote communication systems ensuring their identification, noting that the Company has appointed – also pursuant to Article 11.5 of the Articles of Association – Monte Titoli S.p.A., with registered office in Milan, as the entity to which shareholders may grant proxies or sub-proxies with voting instructions on all or some of the items on the agenda, pursuant to Articles 135-undecies and 135-novies of the Consolidated Law on Finance (hereinafter, for brevity, also the "Designated Representative" or "Monte Titoli").

It is thus acknowledged that he is physically present at the place of the Shareholders' Meeting, together with the officiating Notary and the Secretary to the Board of Directors, as identified below, while the other participants – whose identity and entitlement to participate in the meeting have been verified via the chairmanship office – are attending remotely via audio-video link. These participants include Massimiliano Chiadò Piat, appointed by Monte Titoli S.p.A., Marco Contessa and Fabio Ciammaglichella, representatives of the Company.

*** **

Pursuant to art. 2371, paragraph 2, and art. 2375 of the Italian Civil Code, as well as art. 12.2 of the Articles of Association and art. 4.2 of the Meeting Regulations, the Notary Public has entrusted me with the task of drawing up the minutes by public deed.

It was acknowledged that attending today's meeting, by means of remote communication, were the following members

of the Board of Directors:

- Matteo Del Fante, Chief Executive Officer
- Carlo d'Asaro Biondo
- Valentina Gemignani
- Alessandro Marchesini
- Paolo Marchioni
- Matteo Petrella
- Patrizia Rutigliano
- Vanda Ternau

in addition to the General Manager, Giuseppe Lasco;

of the Board of Statutory Auditors:

- Antonio Mansi, Chairman
- Giovanni Caravetta, Standing auditor
- Laura Gualtieri, Standing auditor

and

- the Deputy Magistrate of the Court of Auditors Francesco Targia;

- for the auditing firm Deloitte & Touche S.p.A. Marco Miccoli;

and that also present physically at the meeting venue was the Secretary of the Board of Directors, Giancarlo Bianco.

It was acknowledged that Monte Titoli S.p.A. was attending this Shareholders' Meeting as Designated Representative, in

the person of Massimiliano Chiadò Piat, born in Turin on 12 April 1968, authorised for this purpose by virtue of the delegation granted on 02 March 2026, signed by Olga Maria Cardoso Jordão, Chief Executive Officer and General Manager of Monte Titoli S.p.A. by virtue of the powers granted to her by the Board of Directors.

It was confirmed that the connection means used allowed for the identification of participants, their participation and the exercise of voting rights.

It was first clarified that the questions received in writing before the Shareholders' Meeting pursuant to article 127-ter, paragraph 1-bis, of the Consolidated Finance Act - by the deadline indicated in the notice of call (i.e. by 16 April 2026) - have been answered by publication in a special section of the website by the deadline also indicated in the notice of call (i.e. by 24 April 2026). The file containing the above questions and answers will be annexed to the minutes of this Shareholders' Meeting.

It was therefore acknowledged that:

- pursuant to article 125-bis of the Consolidated Finance Act and Article 9 of the Articles of Association, this Ordinary Shareholders' Meeting has been duly convened for today, 27 April 2026, at 14:00, at the Company's offices located in Rome, at Viale Europa n. 175, in a single meeting, by means of a notice of call published (i) in full on the Company's website, on Borsa Italiana's website, as well as at the authorised storage mechanism called "eMarket Storage" on 17 March 2026, which was also announced in a press release, and (ii) as an excerpt in the daily newspaper "Il Sole 24 Ore" on 18 March 2026, with the following agenda:

- 1) The Financial Statements at 31 December 2025. Reports of the Board of Directors, the Board of Statutory Auditors and the Independent Auditors. Related resolutions. Presentation of the Consolidated Financial Statements as at 31 December 2025.**
- 2) Allocation of profit for the year.**
- 3) Determination of the number of members of the Board of Directors.**
- 4) Determination of the term of office of the Board of Directors.**
- 5) Appointment of the members of the Board of Directors, using the list voting system and in compliance with the applicable laws and the Articles of Association.**
- 6) Appointment of the Chair of the Board of Directors.**
- 7) Determination of the remuneration of the members of the Board of Directors.**
- 8) Report on the Remuneration Policy for FY 2026.**
- 9) Report on remuneration paid in FY 2025.**
- 10) 2026 short-term MBO incentive plan, based on financial instruments.**
- 11) 2026-2028 long-term Performance Share ILT incentive plan, based on financial instruments.**

12) Three-year long-term Phantom Stock Option ILT incentive plan, based on financial instruments.

It was notified that no requests for additions to the agenda of the Meeting or new proposals for resolutions on items already on the agenda, pursuant to article 126-bis, paragraph 1, first sentence, of the Consolidated Finance Act, had been submitted by shareholders representing, even jointly or severally, one fortieth of the share capital, nor had individual proposals for resolutions by those entitled to vote pursuant to article 126-bis, paragraph 1, third sentence of the Consolidated Finance Act, been submitted, according to the terms indicated by the Company in the notice of call, without prejudice to the proposals submitted by the shareholder Ministry of Economy and Finance in this regard:

- (i) item 6) on the agenda, concerning the appointment of the Chair of the Board of Directors; and
- (ii) item 7) on the agenda, concerning the determination of the remuneration of the members of the Board of Directors.

It was also specified that, as indicated in the convocation notice, (i) the recommended deadline for the granting of ordinary delegations and/or sub-delegations pursuant to Article 135-novies of the Consolidated Finance Act, with the related voting instructions, had been indicated as 6:00 pm on 26 April 2026, while (ii) the statutory deadline for the granting of delegations to the designated representative pursuant to Article 135-undecies of the Consolidated Finance Act, together with the related voting instructions, was 23 April 2026.

It was informed that Monte Titoli, in its capacity as Designated Representative, has made it known that it has no interest of its own with respect to the resolution proposals submitted to the vote; however, taking into account the existing contractual relations between Monte Titoli and the Company, in order to avoid any subsequent disputes related to the alleged presence of circumstances capable of determining the existence of a conflict of interest referred to in article 135-decies, paragraph 2, letter. f) of the TUF, Monte Titoli has expressly stated that, should any unknown circumstances arise or in the event of modification or integration of the proposals presented to the Shareholders' Meeting, it did not intend to cast a vote other than that indicated in the instructions, also in relation to the provisions of article 134 of Consob Resolution no. 11971 of 14 May 1999, as amended (hereinafter also referred to as the "Issuers' Regulation" for the sake of brevity).

The Designated Representative was therefore asked to make any statement required by law.

Intervention of the designated representative

Within the statutory deadline, Monte Titoli received 11 proxies pursuant to Article 135-undecies of the TUF, for a total of 30,485,838 shares, from the persons entitled thereto; it also received 3 proxies pursuant to Article 135-novies of the TUF, for a total of 839,266,391 shares, from

the persons entitled thereto, and 1 sub-proxy (which in turn incorporates 2,426 proxies) pursuant to Article 135-novies of the TUF, for a total of 200,031,411 shares, from the persons entitled thereto.

Therefore, a total of 2,440 delegations/sub-delegations had been received for a total of 1,069,783,640 shares from those entitled, equal to 81.906% of the 1,306,110,000 shares making up the share capital.

Before each vote, she would communicate the shares for which no voting instructions had been given by the delegating party.

She confirms that Monte Titoli has complied with the confidentiality obligations regarding the proxies/sub-proxies received, as laid down in Article 135-undecies, paragraph 4, of the CLF, as well as those outlined in Consob Communication No. 3/2020 dated 10 April 2020;

It was also informed that the shareholder Cassa Depositi e Prestiti Spa requested the Designated Representative the following: "In consideration of the Decree of the Minister of Economy and Finance No. 59627 of 18 June 2004, the Delegate is requested to cast a vote in the Shareholders' Meeting, in any case, in accordance with the voting instructions that will be issued to the Delegate by the Ministry of Economy and Finance by which CDP is controlled".

The Chair took the floor again and therefore stated that:

- in accordance with article 13.2 of the Articles of Association, the ordinary Shareholders' Meeting in a single meeting was constituted and resolves with the majorities required by law;
- pursuant to paragraph 3 of the aforementioned article 135-undecies of the TUF, the shares for which the Designated Representative has been granted proxy, even partially, are counted for the purposes of the regular constitution of the general meeting of shareholders, while shares for which no voting instructions have been given on the proposals on the agenda will not be counted for the purposes of calculating the majority and the share capital required for the approval of the related resolutions;
- the same computation criterion is also adopted with reference to shares, in relation to which no voting instructions have been given on the proposals on the agenda, which are the subject of a delegation and/or sub-delegation pursuant to article 135-novies of the Consolidated Finance Act;
- in this regard, the Designated Representative will declare
 - when communicating the results of each vote on the items on the agenda - any shares in relation to which it has not received voting instructions;
 - the Shareholders' Meeting, duly convened, was therefore validly constituted in a single call in accordance with the law and the Articles of Association and may resolve on the items on the agenda, **since 1875 persons with voting rights**

representing 1,069,783,640 shares, equal to 81.906% of the 1,306,110,000 shares making up the share capital, were in attendance through the Designated Representative;

- pursuant to article 3 of the Meeting Regulations and the applicable provisions in force, the eligibility to attend and vote at the Shareholders' Meeting was ascertained and, in particular, the compliance of the delegations given by the Designated Representative with the applicable provisions of law and the Articles of Association.

It was declared that:

- there was no evidence of any solicitation of voting proxies pursuant to article 136 et seq. of the Consolidated Finance Act;

- the subscribed and paid-in share capital as of today is 1,306,110,000.00 euros divided into 1,306,110,000 ordinary shares with no indication of nominal value;

- as of today, the Company holds 13,767,373 treasury shares, equal to approximately 1.054% of the share capital, and does not hold any additional treasury shares, either directly or through subsidiaries;

- it recalled that, pursuant to Article 2357-ter, paragraph 2, of the Civil Code, treasury shares are counted for the purposes of calculating the majorities and quotas required for the constitution and resolutions of this Shareholders' Meeting, while the related voting rights are suspended. Therefore, 1,292,342,627 ordinary shares have voting rights, excluding the indicated treasury shares;

- the Company's shares are admitted for trading on the Euronext Milan market (formerly Telematic Stock Market) organised and managed by Borsa Italiana S.p.A.;

- according to the results of the Shareholders' register, supplemented by the communications received pursuant to article 120 of the Consolidated Finance Act and other available information, updated to the record date of 16 April 2026, the following parties directly or indirectly hold more than 3% of the share capital subscribed by Poste Italiane S.p.A., represented by shares with voting rights:

Cassa depositi e prestiti S.p.A. (a subsidiary of the Ministry of Economy and Finance) for 457,138,500 shares equal to 35% of the capital;

Ministry of Economy and Finance for 382,127,890 shares equal to 29.3% of the share capital;

- the Company is not aware of the existence of shareholders' agreements entered into between the shareholders.

It was recalled that:

- the voting rights relating to shares for which the disclosure requirements set out in articles 120 and 122, first paragraph, of the Consolidated Finance Act, concerning shareholdings of more than 3% and shareholders' agreements, respectively, have not been fulfilled, may not be exercised;

- with reference to the disclosure obligations under the aforementioned article 120, also the shares in relation to which the right to vote is given by delegation are considered

to be shareholdings, provided that such right can be exercised at discretion in the absence of specific instructions from the delegating party;

- pursuant to art. 6.5 of the Articles of Association and art. 3 of Decree Law no. 332 of 31 May 1994, converted with amendments by Law no. 474 of 30 July 1994, a limit on share ownership that involves a shareholding of more than 5% (five per cent) of the share capital is provided. This provision set forth in article 6.5 of the Articles of Association does not apply to the shareholding in the Company's capital held by the Ministry of Economy and Finance, public bodies or entities controlled by them.

The maximum limit on share ownership is also calculated by taking into account the total shareholdings belonging to: the parent company, natural or legal person, body or company; to all the direct or indirect subsidiaries and the subsidiaries of one controlling person; to connected persons and natural persons linked by kinship or affinity up to the second degree or marriage provided that the spouse is not legally separated. Control exists, including with reference to persons other than the companies, in the cases set out in art. 2359, paragraphs 1 and 2 of the Civil Code. Connection exists in the cases set out in art. 2359, par. 3 of the Civil Code, and also between persons who, directly or indirectly, through subsidiaries, other than those manage investment funds, adhere, including with third parties, to agreements relating to the exercise of the right to vote or the transfer of shares or stakes of third party companies or in any case contracts or agreements as set out in art. 122 of the Consolidated Finance Act, in relation to third party companies, where such contracts or agreements relate to at least 10% (ten per cent) of the capital with voting rights if it is a listed company or 20% (twenty per cent) if it is a non-listed company. For the purposes of calculating the aforementioned shareholding limit, account is also taken of shares held through trustees and/or intermediaries and in general by intermediaries.

The right to vote and the other rights having a content other than a financial content pertaining to the shares held in excess of the maximum share ownership limit cannot be exercised; in the case in which the maximum share ownership limit - calculated pursuant to said article 6.5 of the Articles of Association - is exceeded by several persons the voting right which would be due to the each person to which the share ownership limit relates falls proportionately, save for prior joint instructions of the shareholders concerned. In case of non compliance the resolution may be challenged under art. 2377 of the Civil Code if the majority required would not be reached without the votes in excess of the maximum limit indicated previously.

Shares for which the right to vote cannot be exercised are in any case counted for the purposes of the regular constitution of the general meeting of shareholders.

Finally, it was recalled that the Designated Representative has declared that he will exercise the vote on the basis of the instructions given by the delegating parties.

It was also acknowledged that, in compliance with the provisions of the laws in force, the documentation relating to the items on the agenda has been filed at the Company's registered office, as well as published on the website www.posteitaliane.it, within the specific section dedicated to this Shareholders' Meeting, and at the authorised storage mechanism called "eMarket Storage" to which the Company adheres; in particular:

- on 27 February 2026, the "Guidelines for Shareholders on the Optimal Qualitative and Quantitative Composition of the Board of Directors for the 2026-2028 three-year period";

- on 17 March 2026, the explanatory reports on the third, fourth, fifth, sixth and seventh items on the agenda;

- on 26 March 2026:

- (i) the explanatory reports on the first, second, eighth, ninth, tenth, eleventh and twelfth items on the agenda;

- (ii) the "Report on the 2026 Remuneration Policy and 2025 Remuneration Paid" - prepared pursuant to Article 123-ter of the Consolidated Law on Finance - relating to the eighth and ninth items on the agenda;

- (iii) the information documents relating to the tenth, eleventh and twelfth items on the agenda;

- (ii) on 3 April 2026, the "2025 Annual Financial Report" - including the draft separate financial statements (including the BancoPosta Ring-Fenced Capital statement), the consolidated financial statements of the Poste Italiane Group, the directors' management reports, the "Sustainability Report" (prepared pursuant to Legislative Decree No. 125 of 6 September 2024), the certifications under Article 154-bis, paragraph 5, of the CLF, as approved by the Board of Directors on 17 March 2026 - together with the reports of the Board of Statutory Auditors and the Independent Auditors and the annual report on corporate governance and ownership structure;

Furthermore:

- by the legal deadline (i.e. by 02 April 2026), the lists of candidates for members of the Board of Directors were filed. There were respectively presented by:

- the Shareholder Ministry of Economy and Finance - holding approximately 29.257% of the share capital of Poste Italiane S.p.A. - accompanied by the relevant documentation (including the self-declarations of the candidates in which they have attested that they meet the requirements for the office or that there are no grounds for incompatibility), and marked with No. 1, indicating the following candidates:

- 1) Silvia Maria Rovere - Independent in accordance with the law, the Corporate Governance Code and industry prudential regulations;

- 2) Matteo Del Fante;

3) Salvatore Muscarella - Independent in accordance with the law, the Corporate Governance Code and industry prudential regulations;

4) Francesco Scacchi - Independent in accordance with the law, the Corporate Governance Code and industry prudential regulations;

5) Olga Cuccurullo - Independent in accordance with the law and the Corporate Governance Code;

6) Vanda Ternau - Independent in accordance with the law, the Corporate Governance Code and industry prudential regulations;

As part of the presentation of the list indicated above, the Shareholder Ministry of Economy and Finance also explained - with reference to item 6) on the agenda, concerning the appointment of the Chair of the Board of Directors - the proposal to appoint the candidate Silvia Maria Rovere as Chair of the Board of Directors;

a group of 14 asset management companies and other institutional investors - for details of which, reference should be made to the documentation published on the Company's website, in the specific section dedicated to this Shareholders' Meeting, as well as to the press release issued on 03 April 2026 following the presentation of the list itself - owning a total of approximately 0.678% of the share capital of Poste Italiane S.p.A, accompanied by the relevant documentation (including the self-declarations of the candidates in which they have certified that they meet the requirements for the office or that there are no grounds for incompatibility), also including the declaration of the shareholders regarding the absence of relations of connection with the majority shareholder, and marked with no. 2, in which the following candidates are indicated:

1) Vincenza Patrizia Rutigliano - Independent in accordance with the law, the Corporate Governance Code and industry prudential regulations;

2) Alessandro Marchesini - Independent in accordance with the law, the Corporate Governance Code and industry prudential regulations;

3) Carlo D'Asaro Biondo - Independent in accordance with the law, the Corporate Governance Code and industry prudential regulations;

- on 03 April 2026, both of the aforesaid lists were published on the Company's website, within the specific section dedicated to this Shareholders' Meeting (and therefore within the terms set forth by law, i.e. by 07 April 2026) together with the proposals of the Shareholder Ministry of Economy and Finance - received by the Company together with the presentation of the list of candidates for members of the Board of Directors - relating to item 6) on the agenda (Appointment of the Chair of the Board of Directors), already mentioned above, and to item 7) on the agenda (Determination of the remuneration of the members of the Board of Directors), which specifically envisages:

for the Chair of the Board of Directors: a gross annual remuneration of 60,000 euros;

for each other Director: a gross annual remuneration of 40,000 euros.

Lastly, on 09 April 2026, the financial statements and statements of subsidiaries and associates were deposited at the registered office. The Poste Italiane Group has no significant subsidiaries outside the European Union.

The documents listed above were sent as usual to shareholders who have requested them.

It was reported that:

- personal data collected at the time of admission to the General Meeting of Shareholders and through the audiovisual recording system is processed and stored by the Company, both on computer and on paper, pursuant to and for the purposes of Regulation (EU) 2016/679, for the proper conduct of the General Meeting of Shareholders proceedings and for the correct recording of the same, as well as for any and all related corporate and legal obligations, as better specified in the privacy policy made available on the Company's website;

- the following will be annexed to the minutes of this meeting, as an integral and substantial part thereof:

- the list of the names of those attending the Shareholders' Meeting, by delegation/sub-delegation assigned to the Designated Representative, complete with all the data required by Consob, with details of the number of shares for which the notification was made by the intermediary to the issuer, pursuant to article 83-sexies of the Consolidated Finance Act and

- in relation to each of the items on the agenda, the names of the persons who voted in favour, against or abstained, as well as those who did not vote and the relevant number of shares held.

It is noted - considering that, as stated at the opening of the Meeting, the participation of voting rights holders in this Meeting takes place exclusively through the Appointed Representative - that, pursuant to Article 5 of the Meeting Regulations, it is intended that all items on the agenda be addressed in a single combined discussion.

The vote on the individual items and topics on the agenda will take place separately and distinctly, at the end of the discussion on the subjects themselves as just mentioned.

At the start of this single discussion covering all items on the agenda, the representative from Monte Titoli present at the Meeting will be asked to declare whether the Appointed Representative has received from voting rights holders - who issued a proxy and/or sub-proxy to the Appointed Representative pursuant to Article 135-novies of the Consolidated Law on Finance - any specific requests to intervene on the agenda items. The text of any such interventions will be annexed to the minutes of the meeting, without prejudice to the right of the Company, before doing

so, to assess their relevance and pertinence with respect to the items on the agenda.

All the items on the agenda of this General Meeting of Shareholders, previously indicated during the opening of the General Meeting of Shareholders, would then be dealt with jointly.

In view of the fact that the Company made the documents prepared for this Shareholders' Meeting available to the public, that these documents - which will be annexed to the minutes of the meeting - were sent out to all those so requesting and since there were no objections, reading of all documents related to this meeting was omitted, limiting the reading - during the subsequent voting phase - to proposals for resolutions only.

Before proceeding with the discussion of all items on the agenda, and in relation to the financial statements, it is reported that the statutory audit firm Deloitte & Touche S.p.A. issued, on 30 March 2026, its reports pursuant to Article 14 of Legislative Decree No. 39/2010 and Article 10 of EU Regulation No. 537/2014, confirming that the separate financial statements of Poste Italiane S.p.A. and the consolidated financial statements of the Poste Italiane Group as at 31 December 2025 provide a true and fair view of the financial position, results of operations and cash flows for the financial year ended on that date, in accordance with the applicable accounting principles and the measures adopted under Article 9 of Legislative Decree 38 of 28 February 2005.

The audit firm also issued: (i) its opinion on the compliance of the draft separate and consolidated financial statements, as included in the Annual Financial Report, with the provisions of Delegated Regulation (EU) 2019/815; (ii) its opinions and declarations pursuant to Article 14, paragraph 2, letters e), e-bis), and e-ter) of Legislative Decree No. 39/2010 and Article 123-bis, paragraph 4 of the Consolidated Law on Finance.

Lastly, on the same date (30 March 2026), the audit firm issued its report on the review of the consolidated sustainability reporting of the Poste Italiane Group, drawn up pursuant to Legislative Decree No. 125 of 6 September 2024, stating that no elements came to light suggesting that the report was not prepared in compliance with the applicable reference principles.

The single discussion was therefore declared open on all items on the agenda and asked the representative of Monte Titoli present at the Meeting to declare whether the Designated Representative has been given by those entitled to vote - who had issued a proxy and/or sub-delegation to the Designated Representative pursuant to art. 135-novies of the Consolidated Finance Act - indications and/or instructions relating to specific interventions on the items on the agenda under discussion.

Monte Titoli declares that it has received voting statements on one or more items on the agenda from the shareholder Rosania (1 share).

The Chair, in turn, declares that the Company has received requests to make voting statements from the shareholders Radaelli (5 shares) and Marino (1 share).

The text of these voting statements will be annexed to the minutes of the meeting, without prejudice to the right of the Company, before doing so, to assess their relevance and pertinence with respect to the items on the agenda.

The Chair therefore declares the joint discussion of all items on the agenda closed.

The meeting then moved onto vote separately on each of the items on the agenda.

VOTING 1st item on the Agenda

In accordance with the provisions of article 10.1 of the Meeting Regulations, the following proposal was therefore submitted for resolution on the first item on the agenda - Financial Statements at 31 December 2025. Reports of the Board of Directors, the Board of Statutory Auditors and the Independent Auditors. Related resolutions. Presentation of the consolidated financial statements as at 31 December 2025 - in accordance with the one contained in the Board of Directors' Explanatory Report:

"The Shareholders' Meeting of Poste Italiane S.p.A.:

- having examined the draft financial statements at 31 December 2025 and the related reports of the Board of Directors, the Board of Statutory Auditors and the Independent Auditors;*
- having acknowledged the Sustainability Report, drawn up pursuant to Legislative Decree No. 125 of 6 September 2024 and included in the Management Report as at 31 December 2025, along with the corresponding report of the statutory audit firm;*
- having acknowledged the consolidated financial statements as at 31 December 2025 and the related reports of the Board of Directors and the Independent Auditors;*

resolved

to approve the financial statements of Poste Italiane S.p.A. as at 31 December 2025, accompanied by the relevant report of the Board of Directors and including the Separate Report of BancoPosta RFC".

Voting thus began on the first item on the agenda.

She called for a vote on the first item on the agenda

Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- 1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- 1,063,686,661 shares in favour, equal to 99.430% of the share capital represented at the Shareholders' Meeting;**

- 5,777,713 shares not in favour, equal to 0.540% of the share capital represented at the Shareholders' Meeting;
- 319,266 shares abstained, equal to 0.030% of the share capital represented at the Shareholders' Meeting;
- non-voting shareholders: none.

The proposal was therefore approved.

VOTING 2nd item on the Agenda

In accordance with the provisions of article 10.1 of the Meeting Regulations, she submitted the following proposal for resolution on the second item on the agenda - Allocation of profit for the year - in accordance with that contained in the Board of Directors' Explanatory Report:

"The Meeting of Poste Italiane S.p.A., having examined the Board of Directors' Explanatory Report,

resolved

1. to allocate BancoPosta RFC profit for the year of 697,667,946 euros as follows:
 - 1.1) to the "Profit reserve" for 70,000,000 euros;
 - 1.2) available to the Company for possible distribution for 627,667,946 euros;
2. to allocate Poste Italiane S.p.A.'s net profit for FY 2025, amounting to 2,729,067,908 euros, as follows:
 - 2.1) to "Profit reserves" of BancoPosta RFC for 70,000,000 euros;
 - 2.2.) to reserve called "Retained earnings", share not available for distribution for 77,076 euros;
 - 2.3) to the distribution to the Shareholders, as a dividend, the amount of 1.25 euros for each ordinary shares in circulation on the ex-dividend date indicated above, excluding portfolio treasury shares on that date;
 - 2.4) the remaining amount after the distribution to the Shareholders, to the available reserve named "Retained Earnings";
3. to distribute the above dividend of 1.25 euros per share as follows:
 - the amount of 0.40 euros for each of the ordinary shares in circulation on the date of "ex coupon detachment", excluding treasury shares in portfolio on that date, to cover the interim dividend paid from 26 November 2025, after detachment on 24 November 2025 of the coupon no. 17 and record date (i.e., the date of entitlement to payment of the dividend itself, pursuant to article 83-terdecies of Legislative Decree no. 58 of 24 February 1998 and article 2.6.6, paragraph 2, of the Regulation for Markets organised and managed by Borsa Italiana S.p.A.) coinciding with 25 November 2025, for a total amount of 517,646,356 euros;
 - the amount of 0.85 euros for each of the ordinary shares outstanding on 22 June 2026, the day scheduled as the ex-dividend date, excluding treasury shares in the portfolio on that date as balance of the dividend;
4. to pay the aforesaid dividend balance for 2025 of 0.85 euros per ordinary share - before withholding tax, if any - from 24 June 2026, with the "ex-dividend" date of coupon n.

18 falling on 22 June 2026 and the record date (i.e., the date of entitlement to the payment of the aforesaid dividend pursuant to article 83-terdecies of Legislative Decree n. 58 of 24 February 1998 and article 2.6.6, paragraph 2, of the Regulations of the markets organised and managed by Borsa Italiana S.p.A.) falling on 23 June 2026.”

Voting thus began on the second item on the agenda.

She thus called for a vote on the second item on the agenda. Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **1,068,747,658 shares in favour, equal to 99.903% of the share capital represented at the Shareholders' Meeting;**
- **902,775 shares not in favour, equal to 0.084% of the share capital represented at the Shareholders' Meeting;**
- **133,207 shares abstained, equal to 0.012% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: none.**

The proposal was therefore approved.

Voting on the 3rd, 4th, 5th, 6th and 7th items on the Agenda

Before moving on to the separate vote on the third, fourth, fifth, sixth and seventh items on the agenda, it should be noted that these are closely related and inherent to the various resolutions to be adopted regarding the renewal of the Board of Directors, the appointment of the Chair of the Board of Directors and the determination of the related remuneration.

It was pointed out that no proposals have been submitted by the Board of Directors for items 5, 6 and 7 on the agenda, since the competence to formulate the proposals in question lies with the Shareholders.

In particular, with regard to the fifth item on the agenda, concerning the appointment of the members of the Board of Directors, it should be noted that this will be done by voting lists, based on the candidates submitted by the Shareholders before the Shareholders' Meeting.

It was also recalled that the Shareholder Ministry of Economy and Finance, during the filing and presentation of its list of candidates for Directors - carried out, as mentioned during the opening of the Shareholders' Meeting, by the deadline of 02 April 2026 - formulated the following proposals with regard to the sixth (Appointment of the Chair of the Board of Directors) and seventh (Determination of the remuneration of the members of the Board of Directors) items on the agenda:

- to appoint the candidate Silvia Maria Rovere as Chair of the Board of Directors;
- to determine the remuneration of the members of the Board of Directors as follows:

- for the Chair of the Board of Directors: a gross annual 60,000 euros;

- for every other Director: a gross annual 40,000 euros.

The above-mentioned proposals submitted by the Shareholder Ministry of Economy and Finance were promptly published by the Company on its website.

With regard to the fifth item on the agenda - concerning the appointment of the members of the Board of Directors - it was reported that, as already mentioned during the opening of the Shareholders' Meeting, two lists have been presented by the Shareholders, both of which have been prepared, filed and published in compliance with the procedures and terms provided for by law and the Articles of Association.

In detail:

- the list submitted by the Shareholder Ministry of Economy and Finance, holder of a total of 382,127,890 (three hundred and eighty-two million one hundred and twenty-seven thousand eight hundred and ninety) ordinary shares of Poste Italiane S.p.A., equal to about 29.257% of the share capital - a list that will be indicated as list "number 1" during the voting - was filed by e-mail on 02 April 2026. Poste Italiane made this list available to the public at its head office and on its website on 03 April 2026, accompanied, among other things, by the elements indicated in article 144-octies of the Issuers' Regulation.

This list contains the following candidates, listed by progressive number:

1. Silvia Maria Rovere;
2. Matteo Del Fante;
3. Salvatore Muscarella;
4. Francesco Scacchi;
5. Olga Cuccurullo;
6. Vanda Ternau.

Specifically, the list in question is accompanied by exhaustive information on the personal and professional characteristics of the candidates, and by an indication of their eligibility to qualify as independent pursuant to (i) art. 147-ter, paragraph 4, and art. 148, paragraph 3, of the Consolidated Finance Act, as referred to in the Articles of Association of Poste Italiane S.p.A, (ii) Article 13 of the Decree of the Minister of Economy and Finance No. 169 of 23 November 2020 (setting forth the "Regulation on requirements and eligibility criteria for corporate officers of banks, financial intermediaries, credit institutions, electronic money institutions, payment institutions and depositor guarantee schemes", hereinafter also referred to as "MD 169/2020"), as well as (iii) the Corporate Governance Code;

- the list submitted by a grouping of 14 asset management companies and other institutional investors, holders of a total of 8,850,799 (eight million eight hundred and fifty thousand seven hundred and ninety-nine) ordinary shares of Poste Italiane S.p.A., equal to approximately 0.678% of the share capital - a list that will be indicated as list "number

2" during the voting - was filed by e-mail on 02 April 2026. Poste Italiane made this list available to the public at its head office and on its website on 03 April 2026, accompanied, among other things, by the elements indicated in article 144-octies of the Issuers' Regulation.

This list contains the following candidates, listed by progressive number:

1. Vincenza Patrizia Rutigliano;
2. Alessandro Marchesini;
3. Carlo D'Asaro Biondo.

In particular, the list in question is accompanied by detailed information on the personal and professional characteristics of the candidates, and is accompanied by an indication of their suitability to qualify as independent pursuant to (i) art. 147-ter, paragraph 4, and art. 148, paragraph 3, of the Consolidated Finance Act, referred to in the Articles of Association of Poste Italiane S.p.A., (ii) art. 13 of MD 169/2020, as well as (iii) of the Corporate Governance Code.

In relation to what recommended by Consob in its Communication DEM/9017893 of 26 February 2009, the List number 2 is also accompanied by a statement from institutional investors, who contributed to the presentation of the list, certifying the absence of any relationships, including indirect ones, pursuant to article 147-ter, paragraph 3, of the Consolidated Finance Act and article 144-quinquies of the Issuers' Regulation, as well as significant relationships with shareholders who hold, even jointly, a controlling interest in Poste Italiane S.p.A., i.e. with the Shareholder Ministry for the Economy and Finance and with the Shareholder Cassa Depositi e Prestiti S.p.A.

The lists are accompanied by:

- declaration by the Shareholders who have submitted them, containing an indication of the total percentage of the shareholding held by them and a communication certifying the ownership of the aforementioned shareholding;
- exhaustive information on the personal and professional characteristics of the candidates, as well as the candidates' declaration in which they accepted their candidature and certified, under their own responsibility, that there are no grounds for ineligibility and incompatibility, as well as that they meet the requirements prescribed by law, including regulations, in force and the Articles of Association for their respective offices.

It was acknowledged and reiterated that the lists, together with the accompanying documentation, have been made available to the public at the Company's registered office, published on the Company's website, within the special section dedicated to this Shareholders' Meeting, as well as on the storage mechanism by the legal deadline (i.e. by 07 April 2026).

It was recalled that, pursuant to Article 14.4 of the Articles of Association:

- from the list which obtained most votes shall be drawn, in the order in which they were listed, three quarters of the Directors to be elected, and rounded down in case of a fraction to the lower unit;
- the remaining Directors are drawn from the other lists, according to the so-called. "quotient method".

The Shareholder's Meeting then moved onto the separate vote on the third, fourth, fifth, sixth and seventh items on the agenda.

VOTING 3rd item on the Agenda

In accordance with the provisions of article 10.1 of the Meeting Regulations, she therefore submitted the following proposal for resolution on the third item on the agenda - Determination of the number of members of the Board of Directors - in accordance with that contained in the Board of Directors' Explanatory Report:

"The Shareholders' Meeting of Poste Italiane S.p.A.:

- *having examined the report of the Board of Directors;*
- *having taken into account the provisions of article 14.1 of the Articles of Association regarding the size of the Board of Directors;*
- *having considered the recommendation given by the Board of Directors standing down, in regard to this item on the agenda, in the specific guidelines addressed to Shareholders on the size and composition of the new Board of Directors, pursuant to the Corporate Governance Code (art. 4, Principle XIII, Recommendation no. 23);*

resolved

to determine the number of members of the Board of Directors of the Company as nine."

Voting thus began on the third item on the agenda.

She called for a vote on the third item on the agenda

Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **1,069,649,785 shares in favour, equal to 99.987% of the share capital represented at the Shareholders' Meeting;**
- **648 shares, representing an infinitesimal fraction of the share capital represented at the General Meeting;**
- **133,207 shares abstained, equal to 0.012% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: none.**

The proposal was therefore approved.

VOTING 4th item on the Agenda

In accordance with the provisions of article 10.1 of the Meeting Regulations, she therefore submitted the following proposal for resolution on the fourth item on the agenda - Determination of the term of office of the Board of Directors

- in accordance with that contained in the Board of Directors' Explanatory Report:

"The Shareholders' Meeting of Poste Italiane S.p.A., having examined the report of the Board of Directors and taking into account the provisions of art. 14.2 of the Articles of Association,

resolved

to set the term of office for the directors to be appointed at three financial years, expiring on the date of the Shareholders' Meeting that will be called for approving the financial statements as at 31 December 2028."

Voting thus began on the fourth item on the agenda.

She called for a vote on the fourth item on the agenda

Monte Titoli declares that it has received instructions for all shares, except for one share for which it has not received voting instructions.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **1,068,153,065 shares in favour, equal to 99.848% of the share capital represented at the Shareholders' Meeting;**
- **1,491,928 shares not in favour, equal to 0.139% of the share capital represented at the Shareholders' Meeting;**
- **138,646 shares abstained, equal to 0.013% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: 0; abstentions/no vote cast: 1.**

The proposal was therefore approved.

VOTING 5th item on the Agenda

It was recalled that, in relation to the fifth item on the agenda, the vote may be cast in favour of List no. 1 or List no. 2, both indicated above, or a "NOT IN FAVOUR" or "ABSTAINED" vote may be cast to reject both lists or abstain.

Voting thus began on the fifth item on the agenda.

She called for a vote on the fifth item on the agenda

Monte Titoli declares that it has received instructions for all shares, except for one share for which it has not received voting instructions.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **888,310,379 shares in favour of List no. 1, equal to 83.036% of the share capital represented at the Shareholders' Meeting;**
- **178,608,603 shares in favour of List no. 2, equal to 16.696% of the share capital represented at the Shareholders' Meeting;**
- **1,472,006 shares not in favour, equal to 0.138% of the share capital represented at the Shareholders' Meeting;**

- 1,387,212 shares abstained, equal to 0.130% of the share capital represented at the Shareholders' Meeting;
- 5,439 shares not voting, equal to 0.001% of share capital represented at the Shareholders' Meeting.
- no vote cast: 1.

On conclusion of the voting operations and taking into account what was previously resolved regarding the number of members of the Board of Directors, the new Board of Directors of the Company to be appointed was then declared in alphabetical order:

- Olga Cuccurullo, born in Rome on 17 November 1972;
- Carlo D'Asaro Biondo, born in Rome on 14 April 1965;
- Matteo Del Fante, born in Florence on 27 May 1967;
- Alessandro Marchesini, born in Bologna in 18 July 1973;
- Salvatore Muscarella, born in Vallelunga Pratameno (Caltanissetta) on 19 January 1959;
- Silvia Maria Rovere, born in Caraglio (Cuneo) on 26 July 1971;
- Vincenza Patrizia Rutigliano, born in Barletta (Barletta-Andria-Trani) on 25 February 1968;
- Francesco Scacchi, born in Rome on 14 March 1962;
- Vanda Ternau, born in Trieste on 24 September 1960.

In accordance with the previous resolutions concerning the term of office of the Board of Directors, the Directors indicated above will remain in office for the financial years 2026, 2027 and 2028 and will therefore expire on the date of the Shareholders' Meeting called for the approval of the financial statements for 2028.

Best wishes were expressed for the new members of the Board of Directors.

She also thanked the members of the outgoing Board of Directors for their support and active cooperation during the term of office that has just ended.

VOTING 6th item on the Agenda

Using the powers conferred by article 10.1 of the Meeting Regulations, in the absence of proposals made by the Board of Directors, she then put the motion submitted by the Shareholder, the Ministry of Economy and Finance, to the vote on the sixth item - Appointment of the Chair of the Board of Directors - and consequently submitted the following agenda to the Shareholders' Meeting for approval:

"The Shareholders' Meeting of Poste Italiane S.p.A., having examined the report of the Board of Directors and taking into account the provisions of art. 15.1 of the Articles of Association,

resolved:

to appoint the candidate Maria Bianca Farina as Chair of the Board of Directors."

Voting thus began on the sixth item on the agenda.

She called for a vote on the sixth item on the agenda

Monte Titoli declares that it has received instructions for all shares, except for one share for which it has not received voting instructions.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **1,066,759,787 shares in favour, equal to 99.717% of the share capital represented at the Shareholders' Meeting;**
- **1,999,502 shares not in favour, equal to 0.187% of the share capital represented at the Shareholders' Meeting;**
- **1,024,350 shares abstained, equal to 0.096% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: 0; no vote cast: 1.**

The proposal was therefore approved.

VOTING 7th item on the Agenda

In this case, too, using the powers conferred by article 10.1 of the Meeting Regulations, in the absence of proposals made by the Board of Directors, she then put the motion submitted by the Shareholder Ministry of Economy and Finance to the vote on the seventh item - Determination of the remuneration of the members of the Board of Directors - and consequently submitted the following agenda to the Shareholders' Meeting for approval:

"The Shareholders' Meeting of Poste Italiane S.p.A., having examined the report of the Board of Directors and taking into account the provisions of art. 23.1 of the Articles of Association,

resolved:

to determine the compensation of the members of the Board of Directors as follows: a fixed annual gross compensation of 60,000 euros for the Chair of the Board of Directors and 40,000 euros per year for each of the other Directors."

Voting thus began on the seventh item on the agenda.

She called for a vote on the seventh item on the agenda

Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **1,068,650,235 shares in favour, equal to 99.894% of the share capital represented at the Shareholders' Meeting;**
- **999,808 shares not in favour, equal to 0.093% of the share capital represented at the Shareholders' Meeting;**
- **133,597 shares abstained, equal to 0.012% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: none.**

The proposal was therefore approved.

Vote on the 8th, 9th, 10th, 11th and 12th items on the Agenda

Before moving on to the separate vote on the eighth, ninth, tenth, eleventh and twelfth items on the agenda, it was pointed out that these are closely related and inherent to

the various deliberations to be taken on remuneration matters.

It was also recalled that (i) pursuant to article 123-ter, paragraph 3-ter, of the Consolidated Finance Act, the resolution of the Shareholders' Meeting on the first section of the remuneration policy report - referred to in the eighth item on the agenda - is binding, while (ii) pursuant to article 123-ter, paragraph 6, of the Consolidated Finance Act, the resolution of the Shareholders' Meeting on the second section of the remuneration policy report, concerning the remuneration paid in the previous year - referred to in the ninth item on the agenda - is non-binding.

The meeting then moved onto the separate vote on the eighth, ninth, tenth, eleventh and twelfth items on the agenda.

VOTING 8th item on the Agenda

In accordance with the provisions of article 10.1 of the Meeting Regulations, she therefore submitted the following proposal for resolution on the eighth item on the agenda - Report on the remuneration policy for FY 2026 - in accordance with that contained in the Board of Directors' Explanatory Report:

"The General Meeting of Shareholders of Poste Italiane S.p.A. approved

the Report on the remuneration policy for FY 2026 - including the guidelines on the remuneration and incentive policy of BancoPosta RFC, set out in an annex to the remuneration policy report - which illustrates (i) the Company's policy on the remuneration of the members of the Board of Directors, the General Manager and other key managers and the members of the auditing bodies, as well as (ii) the procedures used for the adoption and implementation of that policy."

Voting thus began on the eighth item on the agenda.

She called for a vote on the eighth item on the agenda.

Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **986,563,100 shares in favour, equal to 92.221% of the share capital represented at the Shareholders' Meeting;**
- **82,959,903 shares not in favour, equal to 7.755% of the share capital represented at the Shareholders' Meeting;**
- **260,637 shares abstained, equal to 0.024% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: none.**

The proposal was therefore approved.

VOTING 9th item on the Agenda

In accordance with the provisions of article 10.1 of the Meeting Regulations, she therefore submitted the following proposal for resolution on the ninth item on the agenda -

Report on remuneration paid in FY 2025 - in accordance with that contained in the Board of Directors' Explanatory Report:

"The General Meeting of Shareholders of Poste Italiane S.p.A. resolved in favour

on the Report on remuneration paid in 2025, which is reported (i) by name, for the members of the management and auditing bodies and the General Manager, and (ii) in aggregate form, for key managers."

Voting began with reference to the ninth item on the agenda, again recalling that pursuant to art. 123-ter, paragraph 6, of the TUF, this resolution was not binding.

She called for a vote on the ninth item on the agenda.

Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **1,059,389,127 shares in favour, equal to 99.028% of the share capital represented at the Shareholders' Meeting;**
- **9,376,829 shares not in favour, equal to 0.877% of the share capital represented at the Shareholders' Meeting;**
- **1,017,684 shares abstained, equal to 0.095% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: none.**

The proposal was therefore approved.

VOTING 10th item on the Agenda

In accordance with the provisions of article 10.1 of the Meeting Regulations, she therefore submitted the following proposal for resolution on the tenth item on the agenda - 2026 short-term MBO incentive plan, based on financial instruments - in accordance with that contained in the Board of Directors' Explanatory Report:

"The Shareholders' Meeting of Poste Italiane S.p.A., having examined the Board of Directors' Explanatory Report and the information document on the 2026 MBO Plan, prepared pursuant to article 84-bis, paragraph 1, of Consob Resolution no. 11971 of 14 May 1999 as amended,

resolved:

1. *to approve the 2026 short-term incentive plan, based on financial instruments, for the most relevant personnel of BancoPosta Ring-Fenced Capital and for the relevant personnel of the Poste Vita Insurance Group, the characteristics of which are described in the information document prepared pursuant to Article 84-bis, paragraph 1, of Consob Resolution No. 11971 of 14 May 1999, as subsequently amended and supplemented, and made available to the public at Poste Italiane's registered office, on the authorised storage mechanism "eMarket STORAGE" (www.emarketstorage.it), and on the Company's website;*
2. *to grant the Board of Directors, with the power of sub-delegation, all the powers necessary for the concrete*

implementation of the 2026 MBO Plan, to be exercised in compliance with the provisions of the relevant information document.

Voting thus began on the tenth item on the agenda.

She called for a vote on the tenth item on the agenda.

Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **990,471,987 shares in favour, equal to 92.586% of the share capital represented at the Shareholders' Meeting;**
- **79,051,016 shares not in favour, equal to 7.389% of the share capital represented at the Shareholders' Meeting;**
- **260,637 shares abstained, equal to 0.024% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: none.**

The proposal was therefore approved.

VOTING 11th item on the Agenda

Pursuant to Article 10.1 of the Shareholders' Meeting Regulations, he therefore submits the following proposed resolution on the eleventh item on the agenda – 2026-2028 long-term ILT Performance Share incentive plan, based on financial instruments – consistent with that contained in the Explanatory Report of the Board of Directors:

"The Shareholders' Meeting of Poste Italiane S.p.A., having examined the explanatory report of the Board of Directors and the information document concerning the 2026-2028 ILT Performance Share Plan prepared pursuant to Article 84-bis, paragraph 1, of Consob Resolution No. 11971 of 14 May 1999, as subsequently amended and supplemented,

resolved:

- 1. to approve the 2026-2028 long-term ILT Performance Share incentive plan, based on financial instruments, the characteristics of which are described in the information document prepared pursuant to Article 84-bis, paragraph 1, of Consob Resolution No. 11971 of 14 May 1999, as subsequently amended and supplemented, and made available to the public at Poste Italiane's registered office, on the authorised storage mechanism "eMarket STORAGE" (www.emarketstorage.it) and on the Company's website;*
- 2. to grant the Board of Directors, with the power to sub-delegate, all powers necessary for the practical implementation of the 2026-2028 ILT Performance Share Plan, to be exercised in compliance with the provisions set out in the relevant information document."*

Voting thus began on the eleventh item on the agenda.

She called for a vote on the eleventh item on the agenda.

Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **1,067,563,714 shares in favour, equal to 99.792% of the share capital represented at the Shareholders' Meeting;**
- **1,209,516 shares not in favour, equal to 0.113% of the share capital represented at the Shareholders' Meeting;**
- **1,010,410 shares abstained, equal to 0.094% of the share capital represented at the Shareholders' Meeting;**
- **non-voting shareholders: none.**

The proposal was therefore approved.

VOTING 12th item on the Agenda

Pursuant to Article 10.1 of the Shareholders' Meeting Regulations, he therefore submits the following proposed resolution on the twelfth item on the agenda – three-year long-term ILT Phantom Stock Option incentive plan, based on financial instruments – consistent with that contained in the Explanatory Report of the Board of Directors:

"The Shareholders' Meeting of Poste Italiane S.p.A., having examined the explanatory report of the Board of Directors and the information document concerning the three-year ILT Phantom Stock Option Plan prepared pursuant to Article 84-bis, paragraph 1, of Consob Resolution No. 11971 of 14 May 1999, as subsequently amended and supplemented,

resolved:

- 1. to approve the three-year long-term Phantom Stock Option incentive plan based on financial instruments, the characteristics of which are described in the information document prepared pursuant to Article 84-bis, paragraph 1, of Consob Resolution No. 11971 of 14 May 1999, as subsequently amended and supplemented, and made available to the public at Poste Italiane's registered office, on the authorised storage mechanism "eMarket STORAGE" (www.emarketstorage.it) and on the Company's website;*
- 2. to grant the Board of Directors, with the power to sub-delegate, all powers necessary for the practical implementation of the three-year ILT Phantom Stock Option Plan, to be exercised in compliance with the provisions set out in the relevant information document."*

Voting thus began on the twelfth item on the agenda.

She called for a vote on the twelfth item on the agenda.

Monte Titoli stated that instructions have been received for all shares.

The Chair then announced the outcome of the vote, as provided by the office of Chair, on the basis of the information received from the Designated Representative:

- **1,875 shareholders present for 1,069,783,640 shares all admitted to vote, equal to 81.906% of the share capital;**
- **989,031,141 shares in favour, equal to 92.452% of the share capital represented at the Shareholders' Meeting;**

- 80,499,136 shares not in favour, equal to 7.525% of the share capital represented at the Shareholders' Meeting;
- 253,363 shares abstained, equal to 0.024% of the share capital represented at the Shareholders' Meeting;
- non-voting shareholders: none.

The proposal was therefore approved.

Since there were no other items to discuss, the Shareholders' Meeting was declared adjourned at 3:35 pm, thanking all those present.

List of documents annexed to the minutes

The Chair has the Chair's Office provide to me, requesting that it be annexed to the minutes:

- a) attendance at the constitution of the Shareholders' Meeting;
- b) outcome of the first voting (financial statements) with details of the votes;
- c) outcome of the second voting (profit allocation) with details of the votes;
- d) outcome of the third vote (determination of the number of members of the Board of Directors), including details of the voting results;
- e) outcome of the fourth vote (term of office of the Board of Directors), including details of the voting results;
- f) outcome of the fifth vote (appointment of the members of the Board of Directors), including details of the voting results;
- g) outcome of the sixth vote (appointment of the Chair of the Board of Directors), including details of the voting results;
- h) outcome of the seventh vote (remuneration of the members of the Board of Directors), including details of the voting results;
- i) Outcome of the eighth vote (2026 Remuneration Policy Report), with detailed voting results;
- l) Outcome of the ninth vote (Report on remuneration paid in 2025), with detailed voting results;
- m) outcome of the tenth vote (2026 short-term MBO incentive plan, based on financial instruments), including details of the voting results;
- n) outcome of the eleventh vote (2026-2028 long-term ILT Performance Share incentive plan, based on financial instruments), including details of the voting results;
- o) outcome of the twelfth vote (three-year long-term ILT Phantom Stock Option incentive plan, based on financial instruments), including details of the voting results;
- p) list of participants and delegates and register of attendance at the Meeting;
- q) reports of the Board of Directors on the individual items on the agenda;
- r) report on the 2026 remuneration policy and on the compensation paid in 2025;

- s) information document relating to the 2026 short-term MBO plan;
- t) information document concerning the 2026-2028 long-term ILT Performance Share incentive plan;
- u) information document concerning the three-year long-term ILT Phantom Stock Option incentive plan;
- v) answers to questions asked by some Shareholders pursuant to art. 127-ter of Legislative Decree 24 February 1998 no.58;
- z) voting statements of the shareholders Rosania, Radaelli and Marino;

whereas the following are not annexed to the minutes:

- annual financial report 2025 (including, inter alia: annual financial statements at 31 December 2025 with the respective report on operations accompanied by the report of the Board of Statutory Auditors and the report of the Independent Auditors; consolidated financial statements at 31 December 2025 with the respective report on operations accompanied by the report of the Independent Auditors);
 - Sustainability Report for the 2025 financial year;
- documents duly published prior to the Meeting in accordance with the law, which will be filed with the minutes in the companies register in Rome.

Whereof I have drawn up these minutes, typed by a person of my trust and completed by me by hand on fifty-seven pages and up to this point of the fifty-eighth page of fifteen sheets.

Signed by me, Notary, at 5:20 pm.

Signed: Nicola ATLANTE, Notary.

Below is a copy of Annexes A - B - C - D - E - F - G - H - I - L - M - N - O - P - Q - R - S - T - U - V and Z, signed in accordance with the law.