



CREATING VALUE FOR ITALY

PODCAST OF THE ANNUAL REPORT 2024

04 GOVERNANCE

Welcome to the podcast dedicated to the financial results achieved by the Poste Italiane Group in 2024 aligned with the goals defined in the Strategic Plan 2024-2028 “The Connecting Platform”. Today we explore the three pillars of sustainability.

E for Environmental, S for Social, G for Governance: three perspectives to share how Poste Italiane transforms concrete commitments into shared value every day.

In this episode, we talk about the G of Governance: the set of rules, tools and values that guide the way of how Poste Italiane operates.

Governance, a word that may sound technical, but which closely relates to trust, transparency, fairness towards employees, customers and the entire Country.

The governance of the Group is based on solid principles: legality, impartiality, respect for people, professionalism, community support.

these principles form the foundation of the Code of Ethics of Poste Italiane, a daily reference for all the Group’s employees and a formal requirement for suppliers, partners and subcontractors.

To these values, are added concrete tools that make integrity an everyday behaviour, not just an intention.

These include, the certified system for the management of reporting irregularities in business management - commonly referred to as Whistleblowing.

A further step towards a corporate culture that is increasingly transparent, ethical and responsible.

Also the numerous certifications that Poste Italiane has obtained, are among the tools needed in maintaining the highest standards of Governance .

In 2024, the Group has confirmed all major integrity certifications including ISO 37001 for anti-corruption management systems and ISO 37301 for compliance management systems.

To these, are complemented certifications in occupational health and safety, environmental management, quality, information security, through to diversity and inclusion.

Acknowledgements that measure and reinforce the daily commitment to responsible, transparent and verifiable management.

The standards adopted by the Group are not only applied internally, they are also the starting point for carefully selecting possible partners.

Through the sustainable procurement framework, Poste Italiane integrates ESG principles throughout all stages of the process: from selection to evaluation.

Each economic operator is qualified through a tailor-made methodology, which includes environmental, social and ethical requirements.

An approach that extends responsibility along the entire value chain.

All this has been gathered in the reporting of the Group in line with the entry into force in 2024, of the new European directive on sustainability reporting.

Poste Italiane has responded to legislation by adapting its own internal control system and appointing a Non-financial reporting Manager.

A structured action to ensure transparency and comparability of data at national and European level.

Reporting represents a pivotal element that, beyond regulatory obligations, constitutes a conscious choice for Poste Italiane to guide all its business strategies.

The same approach, in fact, guides also the main financial choices of the Group.

Integrating ESG criteria into investment processes is a strategic lever for generating value in the long term.

In 2024, 100% of Poste Vita investment products included ESG elements.

In addition, the financial companies of the Group - BancoPosta Fondi SGR and Poste Vita - are signatories to the United Nations Principles for Responsible Investment.

Governance for Poste Italiane means more than compliance, it's a coherent system of values, tools and strategic choices, designed to build lasting relationships with all stakeholders based on trust, transparency and accountability on a daily basis.