

REPORT OF THE BOARD OF DIRECTORS ON THE TENTH ITEM ON THE AGENDA

Equity-based incentive plan.

Dear Shareholders,

In accordance with article 114-*bis*, paragraph 1, of Legislative Decree n. 58 of 24 February 1998 – the shareholders' meeting is called to approve the Equity-based Short Term Incentive Plan 2020, addressed to the Material Risk Takers of BancoPosta's Ring-Fenced Assets, based upon financial instruments (the "Plan"), as approved by the Board of Directors upon proposal by the Remuneration Committee.

The Plan provides for the award of Poste Italiane S.p.A. ordinary shares to their participants. Accordingly, the Plan falls within the definition of "*compensation plan based on financial instruments*" pursuant to article 114-*bis*, paragraph 1, of Legislative Decree n. 58 of 24 February 1998.

In accordance with the provisions of article 84-*bis*, paragraph 1, of Consob Resolution n. 11971 of 14 May 1999, the features of the Plan are described in detail in a specific information document – to which we refer you – made available to the public at the same time as this report.

We therefore submit to your approval the following

Proposal

Having examined the report of the Board of Directors and the information document on the Plan prepared pursuant to article 84-*bis*, paragraph 1, of Consob Resolution n. 11971 of 14 May 1999, the Annual General Meeting of Poste Italiane S.p.A.

resolves:

1. to approve the Equity-based Short Term Incentive Plan 2020, addressed to the Material Risk Takers of BancoPosta's Ring-Fenced Assets, based upon financial instruments whose features are described in the information document prepared pursuant to article 84-*bis*, paragraph 1, of Consob Resolution n. 11971 of 14 May 1999 and made available to the

public at the Company's registered office, on the authorized storage mechanism "eMarket STORAGE" (www.emarketstorage.com), and on the Company's website

2. to vest the Board of Directors, with sub-delegation faculty, with all powers necessary to implement such Plan, to be exercised in accordance with the directions set forth in the information document. Accordingly, the Board of Directors may take any action and approve any document for the execution of the Plan.