Governance (Performance & Key Metrics 2025)

Business conduct

Communication and training on procedures and policies related to anti-corruption	u.m.	2025	2024
Total employees trained	N.	**103,008**	**94,625**
of which:			
Executives		514	409
Middle managers		14,072	12,924
Operational staff		88,422	81,292

Contributions by category	u.m.	2025 (€)	2025 (%)	2024 (€)	2024 (%)
Lobbying agencies and interest representatives	€	0	0%	0	0%
Campaigns/organisations/political candidates at local, regional or national level		0	0%	0	0%
Trade associations or tax-exempt groups (e.g. Chambers of Commerce, trade/sector associations, etc.)		3,835,023	100%	3,889,641	100%
Other (specify)		0	0%	0	0%
Total contributions and other expenses		**3,835,023**[293]	**100%**	**3,889,641**	**100%**

293. The Confindustria membership fee is settled by the Poste Italiane Group with competence 2025.

Thematic area of interest	Role of the company	Type of recipient	Description of the company's role	Monetary contribution in 2025 (€)	Monetary contribution in 2024 (€)
Confindustria Confindustria is the main association representing manufacturing and service companies in Italy	Member/ Logistical support	Trade associations/ sector	Confindustria is the leading organisation representing industrial and service companies, and is the largest employers' organisation in Italy. It fosters the affirmation of the company as an engine of the economic, social and civil growth of the country. To this end, it shares objectives and initiatives with national, European and international institutions, the business world, politicians and numerous other stakeholders	3,300,000[294]	3,263,286
International Post Corporation (IPC) IPC supports the postal industry in developing quality improvement systems and adopting state-of-the-art technologies that can drive postal operators towards innovation and ensuring that the sector remains a strategic, valuable and competitive resource in the communications landscape of the future	Member/ Logistical support	Trade associations/ sector	Membership of IPC aims to boost the evolution of the Poste Italiane Group through strategic analysis and market research aimed at intercepting new consumer trends. Thanks to advanced intelligence and specific studies on the e-commerce sector, the Poste Italiane Group aims to strengthen international cooperation, consolidating its competitive advantage in cross-border shipments.	385,724	459,201
PostEurop PostEurop is the trade association representing European public postal operators since 1993	Member/ Logistical support	Trade associations/ sector	PostEurop brings added value to its members by functioning as an exchange of cooperation, communication and innovation and providing solutions to common challenges of the postal industry. PostEurop offers members interconnectivity, joint development initiatives and the opportunity to share best practices. In this respect, the Poste Italiane Group can benefit from a facilitated dialogue within the sector and from support tailored to needs, taking into account the needs of a wide range of stakeholders and multiple aspects of sustainable development.	115,299	133,154
SGI Europe SGI Europe (Services of General Interest Europe) is a European association representing the interests of companies and providers of services of general interest	Member/ Logistical support	Trade associations/ sector	The Poste Italiane Group's membership of SGI Europe allows the company to actively participate in the process of transforming the postal sector as a service of general interest, promoting efficiency and operational effectiveness. SGI Europe facilitates dialogue with European institutions and stakeholders, promoting policies oriented towards social, environmental and economic sustainability. By sharing best practices and monitoring regulatory developments, the association helps to support the Poste Italiane Group in anticipating, analysing and managing the implications of ESG reporting obligations, strengthening the company's role as a responsible actor committed to generating value for the community.	31,000	31,000
PUMed The Postal Union for the Mediterranean (PUMed) is a regional postal community that aims to promote the collective interests of its members, contributing to sustainable development and economic growth	Member/ Logistical support	Trade associations/ sector	This regional partnership is a significant step for the company in supporting green transformation and collaboration in the Mediterranean region. Through its active participation in PUMed, the Poste Italiane Group demonstrates its commitment to collaborate with other players in the area to address common environmental challenges and promote concrete sustainability initiatives, stimulating sustainable innovation also through the promotion of inclusive digital services.	3,000	3,000

294. The Confindustria membership fee is settled by the Poste Italiane Group with competence 2025.