

Remuneration and sustainability

Consistently with Group policies and in line with the provisions of the EU Regulation 2019/2088 of November 27, 2019 relating to the information on sustainability in the financial services sector (Sustainable Finance Disclosures Regulation - SFDR), the incentive systems are integrated in order to include ESG factors, in particular:

- inclusion of non-financial objectives in the new long-term incentive plan related to sustainable finance and the presence of women in strategic positions;
- inclusion in the new shareholding plan for Group employees of the opportunity to purchase shares at preferential conditions, based on the appreciation of the value of the stock and the achievement of the ESG decarbonisation target connected to the reduction of emissions from Generali's activities;
- inclusion of ESG KPIs (quantitative and / or qualitative) for specific clusters of the population (eg. contribution to diversity for the managers or qualitative and quantitative objectives related to the implementation of the "Sustainability Policy and Adverse Sustainability Impact Statement" Society for Portfolio Managers).

The inclusion of specific performance indicators linked to ESG factors and the assessment of the level of achievement of the objectives, also based on the provisions of internal regulations for the management of responsible investments¹, makes the Remuneration Policy consistent with the integration of sustainability in investment decisions, both from the individual performance point of view and the alignment and protection of the interests of investors and stakeholders one.

Through the Remuneration Policy, the Group supports diversity and inclusion by implementing initiatives aimed at reducing the gender pay gap, lifelong learning and improving the skills of its population through upskilling and reskilling activities. Consistently with this purpose and in line with international best practices, the SGR has activated specific actions aimed at ensuring the gender neutrality of the remuneration policies, such as the integration in all compensation decision-making processes (hiring, salary review, promotion) of market benchmarks, based on role and responsibility and the monitoring of pay gaps for the same role.

¹ It is specified that, in line with the SFDR Regulation, the SGR has adopted a specific sustainability policy "Sustainability Policy and Adverse Sustainability Impact Statement" available on the Company's website which describes the methodologies for integrating "sustainability risks" in the investment process .