

In line with Bank of Italy Regulation and the SFDR discipline, the Company's Remuneration Policy integrates ESG sustainability factors. In particular, compared to the previous year, the link between the incentive systems and the objectives defined for environmental and climate risks - and the broader ESG factors - is strengthened, ensuring a more precise direction of behavior towards the ESG objectives (for example through the inclusion of KPIs linked to the Action Plan on climate and environmental risks of the Company).

It is shown below a summary on the topic, selected by the Company's Remuneration Policy approved by the Shareholders' Meeting.

Remuneration and sustainability

Consistently with Group policies and in line with the provisions of Bank of Italy Regulation and of the EU Regulation 2019/2088 of November 27, 2019 relating to the information on sustainability in the financial services sector (Sustainable Finance Disclosure Regulation - SFDR), which require the integration of sustainability risks into remuneration policy and systems:

- The annual incentive systems are integrated to address behaviors towards the objectives defined in the Action Plan on climate and environmental risks of the Company. The inclusion of specific objectives to support the priorities defined in the aforementioned Company plan, as well as the inclusion of specific indicators related to internal regulations for the management of responsible investments¹, confirm the consistency of the Remuneration Policy with the provisions regarding the integration of sustainability risks in the investment decisions, both from the point of view of individual performance and of alignment and protection of the interests of investors and stakeholders.

The annual Performance Scorecard for managerial roles also includes the People Value objective aimed, among other things, at promoting gender, generational and cultural diversity - while strengthening an inclusive culture - and encouraging the strengthening of digital skills, in order to reinforce the Company's commitment to promoting gender-neutral policies for personnel.

- The Generali Group's new long-term incentive plan (2023-2025 Group Long Term Incentive Plan) has introduced ESG objectives related to the Group's strategy for the period 2022-2024 on climate change and diversity, confirming the ambition that the Group intends to achieve in terms of corporate culture, underlining the strategic importance of sustainability in every business decision.
- The new Shareholding Plan offered to all Group employees (We Share 2.0) includes targets for reducing CO² emissions within the Group's operations.

The Company adopts gender-neutral personnel policies supporting the Group's commitment, defined within the Group's Diversity, Equity and Inclusion (DEI) strategy.

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