

# Information on the integration of sustainability in Remuneration Policy - Reg. EU 2019/2088

- Generali Group pursues long-term growth, integrating sustainability into the core business and acting as Lifetime Partner to the stakeholders.
- The sustainability commitments are a pillar of Generali business priorities, fully embedded in the Group remuneration policy and incentives system linked to long term sustainable value creation. Generali Real Estate S.p.A., as part of the Generali Group, fully shares the same approach in its remuneration policy.
- The Group Executives incentives system is based on a meritocratic approach and a multi-year framework, with a combination of annual cash variable remuneration and deferred share based variable remuneration, integrating sustainability/ESG\* strategic objectives based on Generali's 2021 and climate strategy goals, already disclosed to the market:
  - main top managers annual cash variable remuneration is linked to ESG\* goals & KPIs related to specific perspectives: People (eg. Diversity & Inclusion index) and Sustainability (eg. % green and sustainable investments growth; % green and social products growth, social community development through The Human Safety Net);
  - the deferred share based variable remuneration strengthen the link with long term sustainable value creation.
- The Group remuneration policy considers the integration of sustainability risks in the investment decision-making processes, containing also specific references to Group internal regulations governing sustainability risks within investment decisions. Along the same lines, Generali Real Estate S.p.A. defines its remuneration policy.
- The continuous improvement of the link between sustainability and remuneration is a primary goal of our Group.

\* ESG: Environmental Social Governance