



GRI Content Index 2019

“IN ACCORDANDE WITH - CORE” OPTION

GRI ID Disclosure

Reference

GRI 101: Foundation (2016)

GRI 102: General Disclosure (2016)

Organizational Profile

102-1	Name of the organization	Assicurazioni Generali S.p.A.
102-2	Activities, brands, products, and services	https://www.generali.com/who-we-are/our-business https://www.generali.com/who-we-are/our-brand https://www.generali.com/what-we-do/insurance-products-with-social-and-environmental-value AIR & CFS ¹ 2019, p. 65-77 (par. “Our main markets: positioning and performance”)
102-3	Location of headquarters	AIR & CFS 2019, p. 2
102-4	Location of operations	AIR & CFS 2019, p. 328 (par. “List of countries”) and p. 65-77 (par. “Our main markets: positioning and performance”)
102-5	Ownership and legal form	https://www.generali.com/investors/share-information-analysts/ownership-structure
102-6	Markets served	AIR & CFS 2019, p. 65-77 (par. “Our main markets: positioning and performance”)
102-7	Scale of the organization	AIR & CFS 2019, p. 10-11 (par. “Group Highlights”)
102-8	Information on employees and other workers	Generali in Figures 2019, p- 1-2 https://www.generali.com/doc/jcr:d74947f7-8b9d-4b07-bb9b-f22e209fff35/lang:en/GENERALI_IN_FIGURES_2019.pdf

Employees (Head Count) by employment contract

Country	Permanent	Temporary	Total	Part Time	Full Time	Total
Italy	12,606	544	13,150	1,379	11,771	13,150
France	6,338	480	6,818	571	6,247	6,818
Germany	9,502	111	9,613	2,508	7,105	9,613
Austria, CEE and Russia	15,973	1,590	17,563	2,152	15,411	17,563
International*	9,755	3,378	13,133	494	12,639	13,133
Investments, Asset & Wealth Management*	1,904	284	2,188	121	2,067	2,188
Group Holding and other companies*	8,593	878	9,471	1,776	7,695	9,471
Discontinued Operations	-	-	-	-	-	-
TOTAL	64,671	7,265	71,936	9,001	62,935	71,936
Incidence	89.9%	10.1%	100%	12.5%	87.5%	100%

¹ **NB:** Within this document, in order to facilitate the reading, all references to the Annual Integrated Report (AIR) and Consolidated Financial Statements (CFS) will be referred to as AIR & CFS. The document is available at the following link: https://www.generali.com/doc/jcr:a532fd70-1f7a-4ba2-a824-a8b4f8c6a9b8/lang:en/Annual_Integrated_Report_and_Consolidated_Financial_Statements_2019_Generali_Group-final.pdf

Female employees (Head Count) by employment of contract

Country	Permanent	Temporary	Total	Part Time	Full Time	Total
Italy	5,391	296	5,687	1,229	4,458	5,687
France	3,238	305	3,543	510	3,033	3,543
Germany	4,884	62	4,946	2,229	2,717	4,946
Austria, CEE and Russia	8,786	1,115	9,901	1,751	8,150	9,901
International*	4,817	2,115	6,932	406	6,526	6,932
Investments, Asset & Wealth Management*	842	96	938	112	826	938
Group Holding and other companies*	4,204	540	4,744	1,194	3,550	4,744
Discontinued Operations	-	-	-	-	-	-
TOTAL	32,162	4,529	36,691	7,431	29,260	36,691
Incidence	87.7%	12.3%	100%	20.3%	79.7%	100%

***Austria, CEE and Russia:** Austria, Czech Republic, Poland, Hungary, Slovakia, Serbia, Montenegro, Romania, Slovenia, Bulgaria, Croatia and Russia Regional Office

International: consisting of Spain, Switzerland, Americas & Southern Europe and Asia

Investments, Asset & Wealth Management: includes the main Group entities operating in investment advisory, asset management and financial planning;

Group Holding and other companies: Includes the Parent Company's management and coordination activities, including Group reinsurance, other financial holding companies, suppliers of international services not included in the previous geographical areas, Europ Assistance and Generali Global Business Lines (including Generali Global Corporate & Commercial and Generali Employee Benefits)

102-9	Supply Chain	https://www.generali.com/our-responsibilities/working-with-our-suppliers AIR & CFS 2019, p. 11 (par. "Our Distributors"), p. 32-33 (par. "A strong brand").
102-10	Significant changes to the organization and its supply chain	AIR & CFS 2019, p. 12-15 (par. "2019 key facts").
102-11	Precautionary Principle or approach	AIR & CFS 2019, p. 104-106 (par. "Group Risk Management System").
102-12	External initiatives	https://www.generali.com/our-responsibilities/responsible-business/external-commitments
102-13	Membership of associations	Generali, through its public relations, commits to represent the company at a political and administrative level and to adhere to external initiatives and associations, in order to demonstrate its commitment to society and the environment. https://www.generali.com/our-responsibilities/responsible-business/external-commitments

Strategy

102-14	Statement from senior decision-maker	AIR & CFS 2019, p. 6-7 ("Letter from the Chairman and the Group CEO") https://www.generali.com/our-responsibilities/responsible-business/charter_sustainability_commitments-
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Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	AIR & CFS 2019, p. 36-37 (par. "Our rules for running business with integrity") https://www.generali.com/our-responsibilities/responsible-business/code-of-conduct
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Governance

102-18	Governance structure	AIR & CFS 2019, p. 38-41 (par. "Our Governance) p.42-43 (par. "Focus on the Board of Directors", "Focus on the Board of Statutory Auditors") https://www.general.com/our-responsibilities/responsible-business/governance-management Corporate Governance and Share Ownership Report 2019
102-35	Remuneration policies	AIR & CFS 2019, p. 44-45 (par. "Our Remuneration Policy").

Stakeholder Engagement

102-40	List of stakeholder groups	https://www.general.com/our-responsibilities/responsible-business/stakeholder-engagement
102-41	Collective bargaining agreements	https://www.general.com/our-responsibilities/responsible-business/respecting-human-rights (par. "How we monitor respect for human rights")
102-42	Identifying and selecting stakeholders	https://www.general.com/our-responsibilities/responsible-business/stakeholder-engagement
102-43	Approach to stakeholder engagement	https://www.general.com/our-responsibilities/responsible-business/stakeholder-engagement AIR & CFS 2019, p. 29 (par. "Our People") and p. 32-33 (par. "A strong brand")
102-44	Key topics and concerns raised	https://www.general.com/our-responsibilities/responsible-business/Materiality-Matrix

Reporting Practice

102-45	Entities included in the consolidated financial statements	AIR & CFS 2019, p. 302-321 (par. "Subsidiaries Consolidated line by line") and 322-327 (par. "Non-Consolidated Subsidiaries and Associated Companies") https://www.general.com/our-responsibilities/performance/data-and-performance
102-46	Defining report content and topic boundaries	https://www.general.com/our-responsibilities/responsible-business/Materiality-Matrix AIR & CFS 2019, p. 129-133 (par. "Consolidated Non-Financial Statement")
102-47	List of material topics	https://www.general.com/our-responsibilities/responsible-business/Materiality-Matrix AIR & CFS 2019, p. 131 (sec. "Consolidated Non-Financial Statement") Here we present the correlation table between material topics and GRI Standards
102-48	Restatements of information	https://www.general.com/doc/jcr:d74947f7-8b9d-4b07-bb9b-f22e209fff35/lang:en/GENERALI_IN FIGURES 2019.pdf Generali in Figures 2019 (restated data has been labelled with the symbol "R")
102-49	Changes in reporting	In 2019, we developed the materiality analysis process methodology by concentrating our efforts on the identification and assessment of the mega trends. Compared to the previous materiality analysis, this approach supports a strategic interpretation of the context in which we operate, in a forward-looking perspective. The focus is on the assessment of the changes in the scenario that the Group and its stakeholders consider as the most urgent. Consequently the material topics identified have changed compared to the previous reporting period.
102-50	Reporting period	1 st January 2019 - 31 st December 2019
102-51	Date of most recent report	https://www.general.com/info/download-center/sustainability/bilanci

102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	AIR & CFS 2019, p. 368 (par. "Contacts") https://www.general.com/our-responsibilities/contacts
102-54	Claims of reporting in accordance with the GRI Standards	This Content Index refers to the sum of information provided in the Annual Integrated Report and on the Company's website. This report has been prepared in accordance with the GRI Standards: Core option https://www.general.com/our-responsibilities/performance/how-we-report "Overall we report on sustainability both in the Annual Integrated Report and on our website: to give an overview of our sustainability reporting, we also publish a GRI Content Index. This report has been prepared in accordance with the GRI Standards: Core option." (par. "Frameworks")
102-55	GRI content index	https://www.general.com/our-responsibilities/performance/how-we-report
102-56	External Assurance	AIR & CFS 2019, p. 137-139 (par. "Independent Auditor's Report")

Topic Specific Standards

The correlation between material topics and GRI Standards is also presented in the table found [here](#)

GRI ID Disclosure Reference Omission

GRI 201: Economic Performance 2016			
Material Topics: Climate Change; Pandemics and other extreme events			
103-1 103-2 103-3	Management Approach	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate AIR & CFS 2019 p. 20-21. 113-115, 126	
201-2	Financial Implications and other risks and opportunities due to climate change	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate AIR & CFS 2019, p. 20-21 (par. "Climate Change" and "Our Management"), 113-115, 126	
-	Operating result, combined ratio, natural catastrophes impact	AIR & CFS 2019, p. 88.90,91,93,110	

GRI 205: Anti-Corruption 2016			
Material Topics: Regulatory complexity & need for an integrated governance			
103-1 103-2 103-3	Management Approach	AIR & CFS 2019, p. 36-37 (par. "Our rules for running business with integrity") https://www.generali.com/it/our-responsibilities/responsible-business/anti-corruption	
205-2	Communications and training about anti-corruption policies and procedures	https://www.generali.com/it/our-responsibilities/responsible-business/anti-corruption AIR & CFS 2019, p. 36-37 (par. "Our rules for running business with integrity")	
205-3	Confirmed incidents of corruption and actions taken	https://www.generali.com/it/our-responsibilities/responsible-business/code-of-conduct	

GRI 302: Energy 2016			
Material Topics: Climate Change, Shortage of planet resources and shift to circular/sharing economy			
103-1 103-2 103-3	Management Approach	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate/energy	
302-1	Energy consumption within the organization	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate/energy	
302-4	Reduction of energy consumption	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate/energy (par. "Performance 2019")	

GRI 305: Emissions 2016			
Material Topics: Climate Change, Shortage of planet resources and shift to circular/sharing economy			
103-1 103-2 103-3	Management Approach	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions	
305-1	Direct GHG emissions (Scope 1)	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions Generali in Figures 2019, p. 4; https://www.generali.com/doc/jcr:d74947f7-8b9d-4b07-bb9b-f22e209fff35/lang:en/GENERALI_IN_FIGURES_2019.pdf AIR & CFS 2019, p. 10 (sec. "Total Emissions") and p. 33 (par. "Objectives, metrics and results of managing climate change impacts")	

305-2	Energy indirect emissions (Scope 2)	GHG	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions Generali in Figures 2019, p. 4; https://www.generali.com/doc/jcr:d74947f7-8b9d-4b07-bb9b-f22e209fff35/lang:en/GENERALI_IN_FIGURES_2019.pdf AIR & CFS 2019, p. 10 (sec. "Total Emissions") p. 33 (par. "Objectives, metrics and results of managing climate change impacts")	
305-3	Other indirect emissions (Scope 3)	GHG	https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions Generali in Figures 2019, p. 4; https://www.generali.com/doc/jcr:d74947f7-8b9d-4b07-bb9b-f22e209fff35/lang:en/GENERALI_IN_FIGURES_2019.pdf AIR & CFS 2019, p. 10 (sec. "Total Emissions") p. 33 (par. "Objectives, metrics and results of managing climate change impacts")	
305-5	Reduction of GHG emissions		https://www.generali.com/it/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions AIR & CFS 2019, p. 10 (sec. "Total Emissions") p. 33 (par. "Objectives, metrics and results of managing climate change impacts"), p. 144 (note n.2 "Total emission reduction").	

GRI 401: Employment 2016				
Material Topics: Ageing and evolving social security; Employment dynamics and restructuring of business landscape; Women empowerment and minorities inclusion				
103-1 103-2 103-3	Management Approach		<p>Our workforce policies are based on the enhancement of employees, professional development, protection of worker's rights and respect for corporate values. The principles and fundamental worker's rights are outlined in the Generali Group Code of Conduct and reiterated in the European Social Charter. These documents are based on the Universal Declaration of Human Rights and the Declaration of the International Labour Organization. All staff is employed under a formal written employment contract. No form of exploitation against workers, forced, compulsory or child labor is tolerated. We also recognize the right of our employees to join a trade union, to appoint workers' representatives and to exercise their relative functions (e.g. the right of collective bargaining), in accordance with local regulations and practices. Our employees are also provided with several benefits in addition to their remuneration.</p>	
401-1	New employee hires and employee turnover		<p>10,386 new employees (of whom 5,672 women) were hired, and 8,225 (of whom 4,454 women) left. The total recruitment rate was 14.4% (15.5% female recruitment rate) and the turnover rate was 11.4% (12.1% female turnover rate)</p>	

Recruitments and terminations 2019

Country	≤34		35-54		>55		Total	
	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations
Italy	760	401	251	290	8	283	1,019	974
France	654	565	281	496	72	196	1,007	1,257
Germany	248	60	180	151	20	209	448	420
Austria, CEE and Russia*	1,639	1,213	914	994	103	340	2,656	2,547
International*	2,400	1,484	1,437	977	120	186	3,957	2,647
Investments, Asset & Wealth Management*	104	71	41	24	9	18	154	113
Group Holding and other companies*	826	83	303	126	16	58	1,145	267
Discontinued Operations	-	-	-	-	-	-	-	-
TOTAL	6,631	3,877	3,407	3,058	348	1,290	10,386	8,225

Recruitment and termination rate 2019

Country	≤34		35-54		>55		Total	
	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations
Italy	38%	20%	3%	3%	-	13%	8%	7%
France	38%	33%	8%	13%	5%	14%	15%	18%
Germany	17%	4%	3%	3%	1%	9%	5%	4%
Austria, CEE and Russia*	34%	25%	9%	10%	4%	13%	15%	15%
International*	50%	31%	21%	14%	9%	14%	30%	20%
Investments, Asset & Wealth Management*	23%	16%	3%	2%	4%	8%	7%	5%
Group Holding and other companies*	24%	2%	6%	2%	2%	7%	12%	3%
Discontinued Operations	-	-	-	-	-	-	-	-
TOTAL	36%	21%	8%	7%	3%	12%	14%	11%

Female employees Recruitment and terminations 2019

Percentage calculated on the total number of recruitments and terminations in the different countries represented

Country	Recruitments (n)	Recruitments (%)	Terminations (n)	Terminations (%)
Italy	486	48%	394	40%
France	440	44%	688	55%
Germany	216	48%	206	49%
Austria, CEE and Russia*	1,649	62%	1,565	61%
International*	2,349	59%	1,445	55%
Investments, Asset & Wealth Management*	66	43%	44	39%
Group Holding and other companies*	466	41%	112	42%
Discontinued Operations	-	-	-	-
TOTAL	5,672	55%	4,454	54%

Female employees Recruitment and Termination Rate 2019

Percentage calculated on the total number of female employees

Country	Recruitments	Terminations
Italy	9%	7%
France	12%	19%
Germany	4%	4%
Austria, CEE and Russia*	17%	16%
International*	34%	21%
Investments, Asset & Wealth Management*	7%	5%
Group Holding and other companies*	10%	2%
Discontinued Operations	-	-
TOTAL	15%	12%

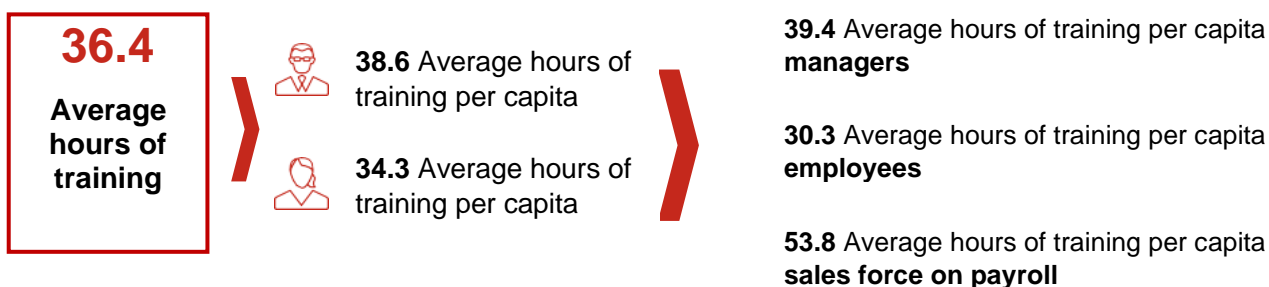
***Austria, CEE and Russia:** Austria, Czech Republic, Poland, Hungary, Slovakia, Serbia, Montenegro, Romania, Slovenia, Bulgaria, Croatia and Russia Regional Office;

International: consisting of Spain, Switzerland, Americas & Southern Europe and Asia;

Investments, Asset & Wealth Management: includes the main Group entities operating in investment advisory, asset management and financial planning;

Group Holding and other companies: Includes the Parent Company's management and coordination activities, including Group reinsurance, other financial holding companies, suppliers of international services not included in the previous geographical areas, Europ Assistance and Generali Global Business Lines (including Generali Global Corporate & Commercial and Generali Employee Benefits).

GRI 404: Training and Education 2016			
Material Topics: Digital transformation and cybersecurity; Ageing and evolving social security; Growing expectations towards corporate purpose, sustainability practices and transparency; Women empowerment and minorities inclusion			
103-1 103-2 103-3	Management Approach	https://www.generali.com/it/our-responsibilities/investing-in-our-people/training AIR & CFS 2019, p. 30-31 (par. "Our People")	
404-1	Average hours of training per year per employee	AIR & CFS 2019, p. 31	



404-2	Programs for upgrading employee skills and transition assistance programs	AIR & CFS 2019, p. 30-31 (par. "Our People") https://www.generali.com/it/our-responsibilities/investing-in-our-people/training	
404-3	Percentage of employees receiving regular performance and career development reviews	In 2019, 99%** of our employees were involved in a performance assessment program, feedback dialogue and development plan. Annual Integrated Report and Consolidated Financial Statements 2019 p. 30 (par. "Full Performance Management Framework")	The breakdown by gender is not currently available

** The data exclusively refer to Group companies, equal to 57,438 employees (80% of the total), within the scope of the Group Performance Management process

Performance Assessment 2019

Performance Assessment	Total (%)
Managers	100%
Employees	98%
Sales force on payroll	100%
Other	99%

GRI 405: Diversity and Equal Opportunity 2016			
Material Topics: Ageing and evolving social security; Women empowerment and minorities inclusion			
103-1 103-2 103-3	Management Approach	AIR & CFS 2019, p. 29 (par. "Our people"); https://www.generali.com/it/work-with-us/Get-to-know-us/diverse-and-inclusive	
405-1	Diversity of governance bodies and employees	AIR & CFS 2019, p. 42-43 (par. "Focus on the Board of Directors")	

Employees by level 2019

Country	Managers	Employees	Sales force on payroll	Other	Total
Italy	183	6,453	6,446	68	13,150
France	124	4,915	1,779	-	6,818
Germany	161	9,042	410	-	9,613
Austria, CEE e Russia	313	12,509	4,726	15	17,563
International*	368	9,824	2,939	2	13,133
Investments, Asset & Wealth Management*	192	1,870	95	31	2,188
Group Holding and other companies*	537	8,356	435	143	9,471
Discontinued Operations	-	-	-	-	-
TOTAL	1,878	52,969	16,830	259	71,936

Female employees by level 2019

Country	Managers	Employees	Sales force on payroll	Other	Total
Italy	27	3,114	2,541	5	5,687
France	42	2,978	523	-	3,543
Germany	31	4,861	54	-	4,946
Austria, CEE e Russia	99	7,527	2,275	-	9,901
International*	104	5,349	1,478	1	6,932
Investments, Asset & Wealth Management*	37	881	20	-	938
Group Holding and other companies*	125	4,304	241	74	4,744
Discontinued Operations	-	-	-	-	-
TOTAL	465	29,014	7,132	80	36,691

Employees by age bracket 2019

Country	≤34	35-54	≥55
Italy	15%	68%	16%
France	25%	54%	21%
Germany	15%	61%	24%
Austria, CEE e Russia	27%	57%	15%
International*	36%	53%	10%
Investments, Asset & Wealth Management*	21%	68%	11%
Group Holding and other companies*	36%	55%	9%
Discontinued Operations	-	-	-
TOTAL	26%	59%	15%

Female employees by age bracket 2019

Country	≤34	35-54	≥55
Italy	46%	45%	31%
France	55%	52%	49%
Germany	58%	53%	43%
Austria, CEE e Russia*	57%	59%	48%
International*	58%	52%	39%
Investments, Asset & Wealth Management*	43%	44%	38%
Group Holding and other companies*	55%	49%	39%
Discontinued Operations	-	-	-
TOTAL	55%	52%	42%

***Austria, CEE and Russia:** Austria, Czech Republic, Poland, Hungary, Slovakia, Serbia, Montenegro, Romania, Slovenia, Bulgaria, Croatia and Russia Regional Office;

International: consisting of Spain, Switzerland, Americas & Southern Europe and Asia;

Investments, Asset & Wealth Management: includes the main Group entities operating in investment advisory, asset management and financial planning;

Group Holding and other companies: Includes the Parent Company's management and coordination activities, including Group reinsurance, other financial holding companies, suppliers of international services not included in the previous geographical areas, Europ Assistance and Generali Global Business Lines (including Generali Global Corporate & Commercial and Generali Employee Benefits).

405-2	Ratio of basic salary and remuneration of women to men	See the table below	
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Employee Level	Ratio
Executive Level (base salary only)	0,79
Management level (base salary only)*	0,75
Management level (base level + other cash incentives)*	0,75
Non-management level*	0,85

*The data refers to the insurance companies operating in Italy, Germany, France, Czech Republic, Austria, Spain, Switzerland; with the exception of those in the Europ Assistance group

GRI 413: Local Communities 2016

Material Topics: Growing expectations towards corporate purpose, sustainability practices and transparency; Ageing and evolving social security; Increasing inequality and reducing social mobility; Women empowerment and minorities inclusion

103-1 103-2 103-3	Management approach	https://www.generali.com/it/our-responsibilities/supporting-our-communities	
413-1	Operations with local community engagement, impact assessments and development programs	AIR & CFS 2019, p. 34-35 (par. "The Human Safety Net")	
FS14	Initiatives to improve access to financial services for disadvantaged people	https://www.generali.com/what-we-do/insurance-products-with-social-and-environmental-value (par. "Products of significant social value")	

Topic: Product portfolio			
Material Topics: Climate Change; Shortage of planet resources and shift to circular/sharing economy; Change in healthcare needs and services; Evolving lifestyle and consumption patterns; Increasing inequality and reducing social mobility; Employment dynamics and restructuring of business landscape			
103-1 103-2 103-3	Management approach	https://www.generali.com/it/what-we-do/insurance-products-with-social-and-environmental-value	
FS7*	Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose	The premiums from insurance products with particular social value represented 19.9% of total gross direct premiums. https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2019, p.3 https://www.generali.com/doc/jcr:d74947f7-8b9d-4b07-bb9b-f22e209fff35/lang:en/GENERALI_IN_FIGURES_2019.pdf AIR & CFS 2019, p. 10 (sec. "Gross Written Premiums") and p. 50 (sec. "NFS")	
FS8*	Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose	The premiums from insurance products with particular environmental value represented 1.95% of total gross direct premiums. https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2019, p.3 https://www.generali.com/doc/jcr:d74947f7-8b9d-4b07-bb9b-f22e209fff35/lang:en/GENERALI_IN_FIGURES_2019.pdf AIR & CFS 2019, p. 10 (sec. "Gross Written Premiums") and p. 50 (sec. "NFS")	

*The definitions of social and environmental products were reviewed in 2019 in order to meet the different stakeholder's requests and reflect the market evolution in terms of sustainability. Therefore, the change in premiums from social and environmental products is calculated on 2018 data restated. Premiums from social and environmental products refer to a higher number of consolidated companies compared to 2018 that represent 98.5% of the total gross direct written premiums. For further details, refer to page 50 of the Annual Integrated Report 2019

Topic: Active Ownership			
Material Topics: Climate Change; Growing expectations towards corporate purpose, sustainability practices and transparency			
103-1 103-2 103-3	Management Approach	Annual Integrated Report and Consolidated Financial Statements 2019, p. 58 (sec. "Responsible Investments") https://www.generali.com/it/our-responsibilities/responsible-investments	
FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues	Annual Integrated Report and Consolidated Financial Statements 2019, p. 59 (sec. "Responsible Investments") https://www.generali.com/our-responsibilities/responsible-investments/Voting-activities	
FS11	Percentage of assets subject to positive and negative environmental or social screening	No screening is required by law. Assets that were subject to negative screening were 49.5% of total Assets Under Management**. AIR & CFS 2019, p. 10 (sec. "Total Assets Under Management")	

FS12	Voting policies applied to environmental or social issues	https://www.generali.com/it/our-responsibilities/responsible-investments/Voting-activities	
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**Investments to which the responsible investment guideline (RIG) is applied, the documents which codifies responsible investment activities at Group level.

Annex: Material Topics and GRI Standards Correlation Table

Cluster	Material Mega Trends	GRI Standard
1	Climate Change	GRI 201: Economic Performance 2016 GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI FS8: Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose GRI FS10: Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues
	Digital transformation and cybersecurity	GRI 404: Training and Education 2016
	Ageing and evolving social security	GRI 401: Employment 2016 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose GRI FS14: Initiatives to improve access to financial services for disadvantaged people
	Geopolitical, macroeconomic and financial instability	This material topic is not directly linked to a GRI Standard, however, Generali reports its approach to the megatrend in the Annual Integrated Report and Consolidated Financial Statements 2019, p. 18
2	Shortage of planet resources and shift to circular/sharing economy	GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI FS8: Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose
	Growing expectations towards corporate purpose, sustainability practices and transparency	GRI 102: General Disclosure (2016) GRI 404: Training and Education (2016) GRI 413: Local Communities (2016) GRI FS11: Percentage of assets subject to positive and negative environmental or social screening GRI FS12: Voting policies applied to environmental or social issues GRI FS10: Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues
	Pandemics and other extreme events	GRI 201: Economic Performance (2016) GRI FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose GRI FS8: Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose
	Change in healthcare needs and services	GRI FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose
	Evolving lifestyle and consumption patterns	GRI FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose
	Increasing inequality and reducing social mobility	GRI 413: Local Communities (2016) GRI FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose GRI FS14: Initiatives to improve access to financial services for disadvantaged people
	Employment dynamics and restructuring of business landscape	GRI 102: General Disclosures (2016) GRI 401: Employment (2016) GRI FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose
	Women empowerment and minorities inclusion	GRI 401: Employment (2016) GRI 404: Training and education (2016) GRI 405: Diversity and Equal Opportunity (2016) GRI FS14: Initiatives to improve access to financial services for disadvantaged people
	Regulatory complexity & need for an integrated governance	GRI 205: Anti-corruption 2016