



# GRI Content Index 2021

## “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	<a href="https://www.generali.com/who-we-are/our-business">https://www.generali.com/who-we-are/our-business</a> ; <a href="https://www.generali.com/who-we-are/our-brand">https://www.generali.com/who-we-are/our-brand</a> ; <a href="https://www.generali.com/what-we-do/insurance-products-with-social-and-environmental-value">https://www.generali.com/what-we-do/insurance-products-with-social-and-environmental-value</a> ; AIR & CFS <sup>1</sup> 2021, p. 103-117 (par. “Our main markets: positioning and performance”)
102-3	Location of headquarters	AIR & CFS 2021, p. 4
102-4	Location of operations	AIR & CFS 2021, p. 372 (par. “List of countries”) and p. 103-117 (par. “Our main markets: positioning and performance”)
102-5	Ownership and legal form	<a href="https://www.generali.com/investors/share-information-analysts/ownership-structure">https://www.generali.com/investors/share-information-analysts/ownership-structure</a>
102-6	Markets served	AIR & CFS 2021, p. 103-117 (par. “Our main markets: positioning and performance”)
102-7	Scale of the organization	AIR & CFS 2021, p. 12-13 (par. “Group Highlights”)
102-8	Information on employees and other workers	<a href="https://www.generali.com/our-responsibilities/performance/data-and-performance">https://www.generali.com/our-responsibilities/performance/data-and-performance</a> ; Generali in Figures 2021, p. 1-3 in the downloadable PDF

### Employees (Head Count) 2021 by employment contract and by employment type\*

Country	Permanent	Fixed term	Total	Part Time	Full Time	Total
Italy	13,017	727	13,744	1,305	12,439	13,744
France	6,147	442	6,589	530	6,059	6,589
Germany	9,112	70	9,182	2,447	6,735	9,182
Austria, CEE and Russia**	15,912	1,194	17,106	1,878	15,228	17,106
International**	10,392	2,616	13,008	523	12,485	13,008
Asset & Wealth Management**	2,102	182	2,284	125	2,159	2,284
Group Holding and other companies**	10,198	774	10,972	2,185	8,787	10,972
Discontinued Operations	-	-	-	-	-	-
<b>TOTAL</b>	<b>66,880</b>	<b>6,005</b>	<b>72,885</b>	<b>8,993</b>	<b>63,892</b>	<b>72,885</b>
<b>Incidence</b>	<b>91.8%</b>	<b>8.2%</b>	<b>100.0%</b>	<b>12.3%</b>	<b>87.7%</b>	<b>100.0%</b>

\* Excluding Cattolica Group, the acquisition of which was completed in November 2021. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information.

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

**International:** Includes Spain, Switzerland, Portugal, Argentina, Brazil, Chile, Ecuador, Greece, Turkey and Asia.

**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 partially Generali Global Business Lines.

<sup>1</sup> Within this document, 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/it/info/download-center/results>

## Female employees (Head Count) 2021 by employment contract and by employment type\*

Country	Permanent	Fixed term	Total	Part Time	Full Time	Total
Italy	5,673	376	6,049	1,150	4,899	6,049
France	3,185	274	3,459	459	3,000	3,459
Germany	4,701	43	4,744	2,164	2,580	4,744
Austria, CEE and Russia**	8,807	826	9,633	1,560	8,073	9,633
International**	5,089	1,570	6,659	407	6,252	6,659
Asset & Wealth Management**	901	84	985	114	871	985
Group Holding and other companies**	5,590	485	6,075	1,733	4,342	6,075
Discontinued Operations	-	-	-	-	-	-
<b>TOTAL</b>	<b>33,946</b>	<b>3,658</b>	<b>37,604</b>	<b>7,587</b>	<b>30,017</b>	<b>37,604</b>
<b>Incidence</b>	<b>90.3%</b>	<b>9.7%</b>	<b>100.0%</b>	<b>20.2%</b>	<b>79.8%</b>	<b>100.0%</b>

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102-9	Supply Chain	<a href="https://www.generali.com/our-responsibilities/working-with-our-suppliers">https://www.generali.com/our-responsibilities/working-with-our-suppliers</a> AIR & CFS 2021, p. 49 (par. "Our Agents"), p. 60 (par. "A strong brand").
102-10	Significant changes to the organization and its supply chain	AIR & CFS 2021, p. 14-18 (par. "2021 key facts").
102-11	Precautionary Principle or approach	AIR & CFS 2021, p. 141-143 (par. "Group Risk Management System").
102-12	External initiatives	<a href="https://www.generali.com/our-responsibilities/responsible-business/external-commitments">https://www.generali.com/our-responsibilities/responsible-business/external-commitments</a>
102-13	Membership of associations	Through its public relations Generali commits to representing 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. <a href="https://www.generali.com/our-responsibilities/responsible-business/external-commitments">https://www.generali.com/our-responsibilities/responsible-business/external-commitments</a>

## Strategy

102-14	Statement from senior decision-maker	AIR & CFS 2021, p. 8-9 ("Letter from the Chairman and the Group CEO"); <a href="https://www.generali.com/our-responsibilities/responsible-business/charter_sustainability_commitments-">https://www.generali.com/our-responsibilities/responsible-business/charter_sustainability_commitments-</a>
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## Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	AIR & CFS 2021, p. 66-69 (par. "Our rules for running business with integrity"); <a href="https://www.generali.com/our-responsibilities/responsible-business/code-of-conduct">https://www.generali.com/our-responsibilities/responsible-business/code-of-conduct</a>
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## Governance

102-18	Governance structure	AIR & CFS 2021, p.70-73 (par. "Our Governance") p.73-75 (par. "Focus on the Board of Statutory Auditors", "Focus on the Board of Directors");  <a href="https://www.generali.com/our-responsibilities/responsible-business/governance-management">https://www.generali.com/our-responsibilities/responsible-business/governance-management</a> ;  <a href="#">Corporate Governance and Share Ownership Report 2021</a>
102-35	Remuneration policies	AIR & CFS 2021, p. 76-77 (par. "Our Remuneration Policy");  <a href="https://www.generali.com/governance/remuneration">https://www.generali.com/governance/remuneration</a>

## Stakeholder Engagement

102-40	List of stakeholder groups	<a href="https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement">https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement</a>
102-41	Collective bargaining agreements	<a href="https://www.generali.com/our-responsibilities/responsible-business/respecting-human-rights">https://www.generali.com/our-responsibilities/responsible-business/respecting-human-rights</a> (par. "How we monitor respect for human rights")
102-42	Identifying and selecting stakeholders	<a href="https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement">https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement</a>
102-43	Approach to stakeholder engagement	<a href="https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement">https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement</a> ;  AIR & CFS 2021, p. 53 (par. "Generali Global Engagement Survey") and p. 60 (par. "A strong brand")
102-44	Key topics and concerns raised	<a href="https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix">https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix</a>

## Reporting Practice

102-45	Entities included in the consolidated financial statements	AIR & CFS 2021, p. 328-346 (par. "Subsidiaries Consolidated line by line") and 347-353 (par. "Non-Consolidated Subsidiaries and Associated Companies");  <a href="https://www.generali.com/our-responsibilities/performance/data-and-performance">https://www.generali.com/our-responsibilities/performance/data-and-performance</a>
102-46	Defining report content and topic boundaries	<a href="https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix">https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix</a> ;  AIR & CFS 2021, p. 168-171 (par. "Consolidated Non-Financial Statement")
102-47	List of material topics	<a href="https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix">https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix</a> ;  AIR & CFS 2021, p. 169;  <u>Here</u> we present the correlation table between material topics and GRI Standards
102-48	Restatements of information	<a href="https://www.generali.com/our-responsibilities/performance/data-and-performance">https://www.generali.com/our-responsibilities/performance/data-and-performance</a> Generali in Figures 2021 (restated data has been labelled with the symbol "R") in the downloadable PDF
102-49	Changes in reporting	In November 2021, Assicurazioni Generali acquired control of the Cattolica Group, with a stake equal to 84.475% of the Cattolica Assicurazioni's share capital, following the successful conclusion of the voluntary public tender offer on the totality of the ordinary shares of the issuer. The Cattolica Group was then accounted for using the equity method for the first ten months of 2021 and consolidated line-by-line for the last two months of 2021.  The non-financial indicators in the NFS referred to consolidated line-by-line companies, unless otherwise reported in the chapters dedicated to them. All non-financial

		<p>indicators – except for the number of employees and the breakdown by gender as well as for the provisions of Regulation EU 2020/852 and the relative Delegated Regulations - excluded from their scope the information of the companies of the Cattolica Group. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information.</p> <p>AIR &amp; CFS 2021, p. 12</p>
102-50	Reporting period	1 <sup>st</sup> January 2021 - 31 <sup>st</sup> December 2021
102-51	Date of most recent report	<a href="https://www.generali.com/info/download-center/sustainability/bilanci">https://www.generali.com/info/download-center/sustainability/bilanci</a>
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	AIR & CFS 2021, p. 400 (par. “Contacts”); <a href="https://www.generali.com/our-responsibilities/contacts">https://www.generali.com/our-responsibilities/contacts</a>
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; <a href="https://www.generali.com/our-responsibilities/performanceandreporting">https://www.generali.com/our-responsibilities/performanceandreporting</a>
102-55	GRI content index	<a href="https://www.generali.com/our-responsibilities/performance/reportsarchive">https://www.generali.com/our-responsibilities/performance/reportsarchive</a>
102-56	External Assurance	AIR & CFS 2021, p. 174-177 (par. “Independent Auditor’s Report on the Consolidated Non-Financial Statement”)

## Topic Specific Standards

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

GRI ID	Disclosure	Reference	Omission
<b>GRI 201: Economic Performance 2016</b>			
<b>Material Topics: Climate Change; Pandemics and extreme events</b>			
103-1 103-2 103-3	Management Approach	<a href="https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate">https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate</a> ; AIR & CFS 2021, p. 25-28, 31-36, 83-84, 96-98, 149-152, 162	
201-2	Financial Implications and other risks and opportunities due to climate change	<a href="https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate">https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate</a> ; AIR & CFS 2021, p. 31-36, 83-84, 96-98, 149-152, 162	
-	Operating result, combined ratio, natural catastrophes impact, insurance exposure to fossil fuel sector	AIR & CFS 2021, p. 61, 128, 130-131, 146	
<b>GRI 205: Anti-Corruption 2016</b>			
<b>Material Topics: Regulatory complexity</b>			
103-1 103-2 103-3	Management Approach	AIR & CFS 2021, p. 66-69 (par. "Our rules for running business with integrity"); <a href="https://www.generali.com/our-responsibilities/responsible-business/anti-corruption">https://www.generali.com/our-responsibilities/responsible-business/anti-corruption</a>	
205-2	Communications and training about anti-corruption policies and procedures	<a href="https://www.generali.com/our-responsibilities/responsible-business/anti-corruption">https://www.generali.com/our-responsibilities/responsible-business/anti-corruption</a> ; AIR & CFS 2021, p. 69	
205-3	Confirmed incidents of corruption and actions taken	<a href="https://www.generali.com/our-responsibilities/responsible-business/code-of-conduct">https://www.generali.com/our-responsibilities/responsible-business/code-of-conduct</a>	
<b>GRI 207: Tax 2019</b>			
<b>Material topics: Transparency and purpose-driven businesses</b>			
103-1 103-2 103-3	Management Approach	<a href="#">Group Tax Strategy</a> ; <a href="#">Tax Transparency Report 2021</a>	
207-1	Approach to tax	<a href="#">Group Tax Strategy</a> ; <a href="#">Tax Transparency Report 2021</a> p. 4-5	
207-2	Tax governance, control, and risk management	<a href="#">Group Tax Strategy</a> ; <a href="#">Tax Transparency Report 2021</a> p. 6-7, 17	
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">Tax Transparency Report 2021</a> p. 8	
<b>GRI 302: Energy 2016</b>			
<b>Material Topics: Climate Change; Resource scarcity and sharing economy</b>			
103-1 103-2 103-3	Management Approach	<a href="https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste">https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste</a> (par. "Energy")	
302-1	Energy consumption within the organization	<a href="https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste">https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste</a> (par. "Energy")	
302-4	Reduction of energy consumption	<a href="https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste">https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste</a> (par. "Energy")	

**GRI 305: Emissions 2016**

**Material Topics:** Climate Change; Resource scarcity and sharing economy

103-1 103-2 103-3	Management Approach	<a href="https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions">https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions</a>	
305-1	Direct GHG emissions (Scope 1)	<a href="https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions">https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions</a> ;  <a href="https://www.general.com/our-responsibilities/performance/data-and-performance">https://www.general.com/our-responsibilities/performance/data-and-performance</a> Generali in Figures 2021, p.5 in the downloadable PDF (sec. "Impact of direct operations");  AIR & CFS 2021, p. 13 (sec. "Total GHG Emissions"), 62 (par. "Objectives and metrics to reduce the impact of our direct operations")	
305-2	Energy indirect GHG emissions (Scope 2)	<a href="https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions">https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions</a> ;  <a href="https://www.general.com/our-responsibilities/performance/data-and-performance">https://www.general.com/our-responsibilities/performance/data-and-performance</a> Generali in Figures 2021, p. 5 in the downloadable PDF (sec. "Impact of direct operations");  AIR & CFS 2021, p. 13 (sec. "Total Emissions"), 62 (par. "Objectives and metrics to reduce the impact of our direct operations")	
305-3	Other indirect GHG emissions (Scope 3)	<a href="https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions">https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions</a> ;  <a href="https://www.general.com/our-responsibilities/performance/data-and-performance">https://www.general.com/our-responsibilities/performance/data-and-performance</a> Generali in Figures 2021, p. 5 in the downloadable PDF (sec. "Impact of investments activity" and "Impact of direct operations");  AIR & CFS 2021, p. 13 (sec. "Total Emissions"), 62 (par. "Objectives and metrics to reduce the impact of our direct operations"), p. 91-92 (par. "The Group commitment on climate change")	
305-4	GHG emissions intensity	<a href="https://www.general.com/our-responsibilities/performance/data-and-performance">https://www.general.com/our-responsibilities/performance/data-and-performance</a> Generali in Figures 2021, p. 5 in the downloadable PDF (sec. "Impact of Investments activity");  AIR & CFS 2021, p. 91-92 (par. "The Group commitment on climate change")	
305-5	Reduction of GHG emissions	<a href="https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions">https://www.general.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions</a> ;  <a href="https://www.general.com/our-responsibilities/performance/data-and-performance">https://www.general.com/our-responsibilities/performance/data-and-performance</a> Generali in Figures 2021, in the downloadable PDF (sec. "Impact of investments activity" and "Impact of direct operations");  AIR & CFS 2021, p. 13 (sec. "Total Emissions"), 62 (par. "Objectives and metrics to reduce the impact of our direct operations"), p. 91-92 (par. "The Group commitment on climate change")	

**GRI 401: Employment 2016****Material Topics:** Ageing and new welfare; Changing nature of work; Women and minorities inclusion

103-1 103-2 103-3	Management Approach	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 rights 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.	
401-1	New employee hires and employee turnover	7,919 new employees (of whom 4,475 women) were hired, and 7,835 (of whom 4,327 women) left. The total recruitment rate was 10.9% (11.9% female recruitment rate) and the turnover rate was 10.7% (11.5% female turnover rate)	

**Recruitments and terminations 2021\***

Country	≤34		35-54		≥55		Total	
	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations
Italy	840	441	266	275	16	359	1,122	1,075
France	714	712	306	610	14	275	1,034	1,597
Germany	194	73	120	94	20	214	334	381
Austria, CEE and Russia**	1,124	1,062	668	852	80	353	1,872	2,267
International**	1,108	891	741	956	67	173	1,916	2,020
Asset & Wealth Management**	131	62	51	60	3	41	185	163
Group Holding and other companies**	815	102	496	145	145	85	1,456	332
Discontinued Operations	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>4,926</b>	<b>3,343</b>	<b>2,648</b>	<b>2,992</b>	<b>345</b>	<b>1,500</b>	<b>7,919</b>	<b>7,835</b>

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## Recruitment and termination rate 2021\*

Country	≤34		35-54		≥55		Total	
	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations
Italy	37.2%	19.5%	3.0%	3.1%	0.6%	13.9%	8.2%	7.8%
France	42.9%	42.7%	8.7%	17.4%	1.0%	19.4%	15.7%	24.2%
Germany	15.3%	5.7%	2.3%	1.8%	0.8%	8.3%	3.6%	4.1%
Austria, CEE and Russia**	25.8%	24.3%	6.7%	8.6%	2.8%	12.6%	10.9%	13.3%
International**	28.1%	22.6%	9.8%	12.6%	4.5%	11.5%	14.7%	15.5%
Asset & Wealth Management**	24.2%	11.5%	3.5%	4.1%	1.0%	13.9%	8.1%	7.1%
Group Holding and other companies**	23.3%	2.9%	8.2%	2.4%	10.0%	5.9%	13.3%	3.0%
Discontinued Operations	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>28.1%</b>	<b>19.1%</b>	<b>6.2%</b>	<b>7.0%</b>	<b>2.7%</b>	<b>11.9%</b>	<b>10.9%</b>	<b>10.7%</b>

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## Female employees recruitment and terminations 2021\*

Country	Recruitments (n)	Recruitments (%)**	Terminations (n)	Terminations (%)**
Italy	578	51.5%	467	43.4%
France	553	53.5%	807	50.5%
Germany	156	46.7%	179	47.0%
Austria, CEE and Russia***	1,150	61.4%	1,536	67.8%
International***	1,049	54.7%	1,132	56.0%
Asset & Wealth Management***	74	40.0%	74	45.4%
Group Holding and other companies***	915	62.8%	132	39.8%
Discontinued Operations	-	-	-	-
<b>TOTAL</b>	<b>4,475</b>	<b>56.5%</b>	<b>4,327</b>	<b>55.2%</b>

\* Excluding Cattolica Group, the acquisition of which was completed in November 2021. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information.

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

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

**International:** Includes Spain, Switzerland, Portugal, Argentina, Brazil, Chile, Ecuador, Greece, Turkey and Asia.

**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 partially Generali Global Business Lines.



## Female employees recruitment and termination rate 2021\*

Country	Recruitments	Terminations
Italy	9.6%	7.7%
France	16.0%	23.3%
Germany	3.3%	3.8%
Austria, CEE and Russia**	11.9%	15.9%
International**	15.8%	17.0%
Asset & Wealth Management**	7.5%	7.5%
Group Holding and other companies**	15.1%	2.2%
Discontinued Operations	-	-
<b>TOTAL</b>	<b>11.9%</b>	<b>11.5%</b>

\* Percentage calculated on the total number of female employees in the different countries represented. Data exclude Cattolica Group, the acquisition of which was completed in November 2021. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information.

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

**International:** Includes Spain, Switzerland, Portugal, Argentina, Brazil, Chile, Ecuador, Greece, Turkey and Asia.

**Asset & Wealth Management:** Includes the main Group entities operating in investment advisory, asset management and financial planning.

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## Gender breakdown of recruitment and termination rates 2021\*

Gender	Recruitments	Termination
Male	9.8%	9.9%
Female	11.9%	11.5%

\* Excluding Cattolica Group, the acquisition of which was completed in November 2021. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information.

## GRI 404: Training and Education 2016

**Material Topics:** Digital revolution and cybersecurity; Ageing and new welfare; Transparency and purpose-driven businesses; Women and minorities inclusion

103-1 103-2 103-3	Management Approach	<a href="https://www.generali.com/our-responsibilities/Generali-people-strategy/training;">https://www.generali.com/our-responsibilities/Generali-people-strategy/training;</a>  AIR & CFS 2021, p. 55-57 (par. "Build and evolve key skills for the transformation")	
404-1	Average hours of training per year per employee	AIR & CFS 2021, p. 56 (section "NFS")	



\* The data exclude Cattolica Group, the acquisition of which was completed in November 2021. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information.

404-2	Programs for upgrading employee skills and transition assistance programs	AIR & CFS 2021, p. 55-57 (par. "Build and evolve key skills for the transformation");  <a href="https://www.generali.com/our-responsibilities/Generali-people-strategy/training">https://www.generali.com/our-responsibilities/Generali-people-strategy/training</a>	
404-3	Percentage of employees receiving regular performance and career development reviews	In 2021, 100%* of our employees were involved in a performance assessment program, feedback dialogue and development plan.	

\* The data refer to eligible employees (are excluded fixed term contracts, new hired not entering the process, employees on long term leave, etc.). It excludes Cattolica Group, the acquisition of which was completed in November 2021. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information.

### Performance Assessment 2021\*

Performance Assessment	Total (%)
Male	100%
Female	100%
<b>Total</b>	<b>100%</b>

\* The data refer to eligible employees (are excluded fixed term contracts, new hired not entering the process, employees on long term leave, etc.). The data exclude Cattolica Group, the acquisition of which was completed in November 2021. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information.

### GRI 405: Diversity and Equal Opportunity 2016

#### Material Topics: Ageing and new welfare; Women and minorities inclusion

103-1 103-2 103-3	Management Approach	AIR & CFS 2021, p. 53-55 (par. "Diversity & Inclusion Strategy");  <a href="https://www.generali.com/work-with-us/Get-to-know-us/diversity-and-inclusion">https://www.generali.com/work-with-us/Get-to-know-us/diversity-and-inclusion</a>	
405-1	Diversity of governance bodies and employees	AIR & CFS 2021, p. 74-75 (par. "Focus on the Board of Directors")	

### Employees by level 2021\*

Country	Managers	Middle managers	Employees	Sales attendants	Other	Total
Italy	181	1178	5,446	6,881	58	<b>13,744</b>
France	114	3273	1,579	1,622	1	<b>6,589</b>
Germany	146	570	8,063	403	-	<b>9,182</b>
Austria, CEE and Russia**	319	1692	10,410	4,674	11	<b>17,106</b>
International**	428	1979	8,296	2,296	9	<b>13,008</b>
Asset & Wealth Management**	221	759	1,211	93	-	<b>2,284</b>
Group Holding and other companies**	602	1486	8,300	460	124	<b>10,972</b>
Discontinued Operations	-	-	-	-	-	-
<b>TOTAL</b>	<b>2,011</b>	<b>10,937</b>	<b>43,305</b>	<b>16,429</b>	<b>203</b>	<b>72,885</b>

\* The data exclude Cattolica Group, the acquisition of which was completed in November 2021. As envisaged by the relevant legislation, such exclusion was based on the timing of the transaction that did not allow adequate harmonization of procedures and criteria, adopted by the Group, for the recognition and measurement of their non-financial information

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

**International:** Includes Spain, Switzerland, Portugal, Argentina, Brazil, Chile, Ecuador, Greece, Turkey and Asia.

**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 partially Generali Global Business Lines.

## Percentage of employees by level 2021\*

Country	Managers	Middle managers	Employees	Sales attendants	Other
Italy	1.3%	8.6%	39.6%	50.1%	0.4%
France	1.7%	49.7%	24.0%	24.6%	0.0%
Germany	1.6%	6.2%	87.8%	4.4%	-
Austria, CEE and Russia**	1.9%	9.9%	60.9%	27.3%	0.1%
International**	3.3%	15.2%	63.8%	17.7%	0.1%
Asset & Wealth Management**	9.7%	33.2%	53.0%	4.1%	-
Group Holding and other companies**	5.5%	13.5%	75.6%	4.2%	1.1%
Discontinued Operations	-	-	-	-	-
<b>TOTAL</b>	<b>2.8%</b>	<b>15.0%</b>	<b>59.4%</b>	<b>22.5%</b>	<b>0.3%</b>

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## Female employees by level 2021\*

Country	Managers	Middle managers	Employees	Sales attendants	Other	Total
Italy	31	318	2,952	2,744	4	<b>6,049</b>
France	39	1809	1,108	503	-	<b>3,459</b>
Germany	27	178	4,491	48	-	<b>4,744</b>
Austria, CEE and Russia**	104	775	6,559	2,195	-	<b>9,633</b>
International**	140	854	4,698	961	6	<b>6,659</b>
Asset & Wealth Management**	42	294	625	24	-	<b>985</b>
Group Holding and other companies**	161	625	4,960	271	58	<b>6,075</b>
Discontinued Operations	-	-	-	-	-	-
<b>TOTAL</b>	<b>544</b>	<b>4,853</b>	<b>25,393</b>	<b>6,746</b>	<b>68</b>	<b>37,604</b>

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## Percentage of female employees by level 2021\*

Country	Managers	Middle managers	Employees	Sales attendants	Other	Total
Italy	17.1%	27.0%	54.2%	39.9%	6.9%	44.0%
France	34.2%	55.3%	70.2%	31.0%	-	52.5%
Germany	18.5%	31.2%	55.7%	11.9%	-	51.7%
Austria, CEE and Russia**	32.6%	45.8%	63.0%	47.0%	-	56.3%
International**	32.7%	43.2%	56.6%	41.9%	66.7%	51.2%
Asset & Wealth Management**	19.0%	38.7%	51.6%	25.8%	-	43.1%
Group Holding and other companies**	26.7%	42.1%	59.8%	58.9%	46.8%	55.4%
Discontinued Operations	-	-	-	-	-	-
<b>TOTAL</b>	<b>27.1%</b>	<b>44.4%</b>	<b>58.6%</b>	<b>41.1%</b>	<b>33.5%</b>	<b>51.6%</b>

\* Considering all management positions (managers and middle managers), the share of women is 41.7%.

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## Employees by age bracket 2021\*

Country	≤34	35-54	≥55	Total
Italy	2,261	8,909	2,574	13,744
France	1,666	3,506	1,417	6,589
Germany	1,270	5,321	2,591	9,182
Austria, CEE and Russia**	4,364	9,931	2,811	17,106
International**	3,947	7,563	1,498	13,008
Asset & Wealth Management**	541	1,448	295	2,284
Group Holding and other companies**	3,496	6,028	1,448	10,972
Discontinued Operations	-	-	-	-
<b>TOTAL</b>	<b>17,545</b>	<b>42,706</b>	<b>12,634</b>	<b>72,885</b>

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**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 partially Generali Global Business Lines.

## Percentage of employees by age bracket 2021\*

Country	≤34	35-54	≥55
Italy	16.5%	64.8%	18.7%
France	25.3%	53.2%	21.5%
Germany	13.8%	58.0%	28.2%
Austria, CEE and Russia**	25.5%	58.1%	16.4%
International**	30.3%	58.1%	11.5%
Asset & Wealth Management**	23.7%	63.4%	12.9%
Group Holding and other companies**	31.9%	54.9%	13.2%
Discontinued Operations	-	-	-
<b>TOTAL</b>	<b>24.1%</b>	<b>58.6%</b>	<b>17.3%</b>

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**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 partially Generali Global Business Lines.

## Female employees by age bracket 2021\*

Country	≤34	35-54	≥55	Total
Italy	1,068	4,126	855	<b>6,049</b>
France	930	1,832	697	<b>3,459</b>
Germany	723	2,884	1,137	<b>4,744</b>
Austria, CEE and Russia**	2,372	5,875	1,386	<b>9,633</b>
International**	2,224	3,862	573	<b>6,659</b>
Asset & Wealth Management**	234	639	112	<b>985</b>
Group Holding and other companies**	2,034	3,255	786	<b>6,075</b>
Discontinued Operations	-	-	-	-
<b>TOTAL</b>	<b>9,585</b>	<b>22,473</b>	<b>5,546</b>	<b>37,604</b>

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**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 partially Generali Global Business Lines.

## Percentage of female employees by age bracket 2021\*

Country	≤34	35-54	≥55
Italy	47.2%	46.3%	33.2%
France	55.8%	52.3%	49.2%
Germany	56.9%	54.2%	43.9%
Austria, CEE and Russia**	54.4%	59.2%	49.3%
International**	56.3%	51.1%	38.3%
Asset & Wealth Management**	43.3%	44.1%	38.0%
Group Holding and other companies**	58.2%	54.0%	54.3%
Discontinued Operations	-	-	-
<b>TOTAL</b>	<b>54.6%</b>	<b>52.6%</b>	<b>43.9%</b>

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405-2	Ratio of the basic salary and remuneration of women to men for each employee category	AIR & CFS 2021, p. 55	
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## GRI 413: Local Communities 2016

**Material Topics:** Transparency and purpose-driven businesses; Ageing and new welfare; Polarization of lifestyles; Women and minorities inclusion

103-1 103-2 103-3	Management approach	<a href="https://www.generali.com/our-responsibilities/living-the-community">https://www.generali.com/our-responsibilities/living-the-community</a>	
413-1	Operations with local community engagement, impact assessments and development programs	AIR & CFS 2021, p. 64-65 (par. "The Human Safety Net")	
FS14	Initiatives to improve access to financial services for disadvantaged people	<a href="https://www.generali.com/what-we-do/insurance-products-with-social-and-environmental-value">https://www.generali.com/what-we-do/insurance-products-with-social-and-environmental-value</a> (par. "Products of significant social value")	

**Topic: Product portfolio****Material Topics:** Climate Change; Resource scarcity and sharing economy; Change in healthcare; Polarization of lifestyles; Increasing inequalities; Changing nature of work

103-1 103-2 103-3	Management approach	<a href="https://www.generali.com/what-we-do/insurance-products-with-social-and-environmental-value">https://www.generali.com/what-we-do/insurance-products-with-social-and-environmental-value</a>	
FS7	Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose	<p>In 2021, the premiums from insurance products with particular social value represented 24% of total gross direct premiums.</p> <p><a href="https://www.generali.com/our-responsibilities/performance/data-and-performance">https://www.generali.com/our-responsibilities/performance/data-and-performance</a> Generali in Figures 2021, p. 4 in the downloadable PDF;</p> <p>AIR &amp; CFS 2021, p. 12 (sec. "Gross Written Premiums") and p. 83 (sec. "Premiums from Social Products")</p>	
FS8	Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose	<p>In 2021, the premiums from insurance products with particular environmental value represented 2% of total gross direct premiums.</p> <p><a href="https://www.generali.com/our-responsibilities/performance/data-and-performance">https://www.generali.com/our-responsibilities/performance/data-and-performance</a> Generali in Figures 2021, p.4 in the downloadable PDF;</p> <p>AIR &amp; CFS 2021, p. 12 (sec. "Gross Written Premiums") and p. 83 (sec. "Premiums from Environmental Products")</p>	

**Topic: Active Ownership**

**Material Topics:** Climate Change; Transparency and purpose-driven businesses; Biodiversity degradation

103-1 103-2 103-3	Management approach	AIR & CFS 2021, p. 95 (sec. "Active ownership"); <a href="https://www.generali.com/our-responsibilities/responsible-investments/sustainable-investing-strategy">https://www.generali.com/our-responsibilities/responsible-investments/sustainable-investing-strategy</a> (sec. "Active ownership: engagement and proxy voting")	
FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues	AIR & CFS 2021, p. 95 (sec. "Active ownership"); <a href="https://www.generali.com/our-responsibilities/responsible-investments/sustainable-investing-strategy">https://www.generali.com/our-responsibilities/responsible-investments/sustainable-investing-strategy</a> (sec. "Active ownership: engagement and proxy voting")	
FS11	Percentage of assets subject to positive and negative environmental or social screening	No screening is required by law. In 2021, assets that were subject to negative screening were 44% of total Assets Under Management*;  AIR & CFS 2021, p. 12 (sec. "Total Assets Under Management") and p. 93 (sec. "Exclusion of companies belonging to controversial sectors/businesses and involved in violations of the UN Global Compact Principles")	
FS12	Voting policies applied to environmental or social issues	<a href="https://www.generali.com/our-responsibilities/responsible-investments/sustainable-investing-strategy">https://www.generali.com/our-responsibilities/responsible-investments/sustainable-investing-strategy</a> (sec. "Active ownership: engagement and proxy voting")	

\*Investments to which the Responsible Investment Group Guideline (RIG) is applied, the documents which codifies responsible investment activities at Group level.

**Annex: Material Topics and GRI Standards Correlation Table**

<b>Cluster</b>	<b>Material Mega Trends</b>	<b>GRI Standard</b>
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 GRI FS11: Percentage of assets subject to positive and negative environmental or social screening
	Ageing and new welfare	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
	Pandemics and 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
2	Increasing inequalities	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
	Women 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
	Change in healthcare	GRI FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose
	Polarization of lifestyles	GRI FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose
	Transparency and purpose-driven businesses	GRI 205: Anti-Corruption (2016) GRI 207: Tax (2019) GRI 404: Training and Education (2016) GRI 413: Local Communities (2016) 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 GRI FS11: Percentage of assets subject to positive and negative environmental or social screening GRI FS12: Voting policies applied to environmental or social issues
	Regulatory complexity	GRI 205: Anti-corruption 2016
	Changing nature of work	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
	Digital revolution and cybersecurity	GRI 404: Training and Education 2016
	Biodiversity degradation	GRI FS11: Percentage of assets subject to positive and negative environmental or social screening
	Resource scarcity and 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
Geopolitical 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 2021, p. 24	