

\* Indicators reported within the Consolidated Non-Financial Statement subject to limited assurance by the external auditor

## RESPONSIBLE INVESTOR

	2022	2021	2020
<b>Direct investments by the Group's insurance companies subject to negative screening approach (€ mln)*</b>	235,437	312,772	326,425
<b>New green and sustainable investments (€ mln)</b>	3,189	2,537	n.a.
<b>Fenice 190 - investments to support sustainable recovery in Europe (€ mln)*</b> The amounts are cumulative	2,080	2,080	1,270
<b>Carbon footprint of investment portfolio (EVIC) (tCO<sub>2</sub>e/€ mln invested)*</b> The indicator refers to the carbon footprint of direct general account investment portfolio of the Group's insurance companies in listed equities and corporate bonds, in terms of carbon intensity (EVIC). The coverage is 74% for 2020, 73% for 2021 and 75% for the year 2022. Our ambition and commitment is to increase the part of our investment portfolio covered by the carbon footprint assessment in order to provide increasingly precise data. To calculate the carbon footprint indicators, the Group relies on MSCI data. Data related to CO <sub>2</sub> emissions and carbon intensity (EVIC and sales) of the companies in the portfolio refer to the last available data at the moment of the calculation of carbon footprint for this reporting (usually January/February of each year) and therefore mainly refer to the previous year as the new data are available in the second semester of the year.	100	128	145
<b>Carbon intensity (sales) (tCO<sub>2</sub>e/€ mln of sales)*</b> The indicator refers to the carbon footprint of direct general account investment portfolio of the Group's insurance companies in listed equities and corporate bonds. The coverage for carbon intensity (sales) is 85% for the years 2019 and 2021, 87% for the year 2020 and 88% for the year 2022. Our ambition and commitment is to increase the part of our investment portfolio covered by the carbon footprint assessment in order to provide increasingly precise data. To calculate the carbon footprint indicators, the Group relies on MSCI data. Data related to CO <sub>2</sub> emissions and carbon intensity (EVIC and sales) of the companies in the portfolio refer to the last available data at the moment of the calculation of carbon footprint for this reporting (usually January/February of each year) and therefore mainly refer to the previous year as the new data are available in the second semester of the year.	188	241	243
<b>Absolute emissions (mln tCO<sub>2</sub>e)*</b> The indicator refers to the carbon footprint of direct general account investment portfolio of the Group's insurance companies in listed equities and corporate bonds. The coverage is 74% for 2020, 73% for 2021 and 75% for the year 2022. Our ambition and commitment is to increase the part of our investment portfolio covered by the carbon footprint assessment in order to provide increasingly precise data. To calculate the carbon footprint indicators, the Group relies on MSCI data. Data related to CO <sub>2</sub> emissions and carbon intensity (EVIC and sales) of the companies in the portfolio refer to the last available data at the moment of the calculation of carbon footprint for this reporting (usually January/February of each year) and therefore mainly refer to the previous year as the new data are available in the second semester of the year.	6.8	10.4	12.0
<b>Mandates managed ex Art. 8/9 SFDR - as Asset Owner (€ bln)*</b> The indicator refers to the mandates of the Generali France business unit (specifically of Generali Vie and Generali Retraite) managed by Generali Insurance Asset Management (GIAM)	48.7	69.2	n.a.

<b>Investments managed ex Art. 8/9 SFDR - as Asset Manager (€ bln)*</b> The indicator refers to investments managed by Sycomore.	6.8	7.9	n.a.
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## RESPONSIBLE INSURER

	2022	2021	2020
<b>Premiums from insurance solutions with ESG components (€ mln)*</b>	19,868	17,133	n.a
<b>Premiums from insurance solutions with ESG components - social sphere (€ mln)*</b>	17,449	15,383	n.a
<b>Premiums from insurance solutions with ESG components - environmental sphere (€ mln)*</b>	2,419	1,750	n.a

Premiums from insurance solutions with ESG components - social sphere and environmental sphere refer to consolidated companies representing 99.9% of the Group's total gross direct written premiums. The change was on equivalent terms, i.e. at constant exchange rates and consolidation scope. As for premiums from insurance solutions with ESG components - environmental sphere, the premium from multi-risk policies covering NATCAT events only refers to the NATCAT guarantee.

If the premium cannot be split into green-related component and other components, only the premium from the policies which are predominantly providing a green coverage or service is reported.

<b>Number of customers (mln)*</b> <b>The number of customers refers to all insurance entities, banks and pension funds. It does not include customers of some companies acquired in 2022</b>	68	67	65.9
<b>Multi holding customers (%)*</b> The indicator measures the percentage of customers with two or more needs covered by Generali. Customers of mono-product companies (companies operating in only one line of business, such as MTPL, travel, pension funds, legal assistance, etc.) and customers who are not directly reachable by Generali (banks, bancassurance companies, white label business and partnerships) are not relevant for this scope, as the indicator is not applicable.	47.8	n.a.	n.a.
<b>Number of agents (thousand)*</b> The number of agents refers to all insurance entities with traditional distribution networks. It does not include agents of some companies acquired in 2022. Number of agents at year-end 2021 was restated following methodological improvements.	161	159	165
<b>Relationship NPS*</b> The Relationship Net Promoter Score (RNPS) is based on customer research data and calculated deducting the percentage of detractors from the percentage of promoters. The RNPS is expressed as an absolute number. The indicator spans 23 markets where we operate under the Generali brand: Argentina, Austria, Bulgaria, Croatia, Czech Republic, France, Germany, Greece, Hungary, India, Indonesia, Italy, Malaysia, Poland, Romania, Serbia, Slovakia, Slovenia, Spain, Switzerland, Thailand, Turkey and Vietnam.	18.2	14.2	9

## RESPONSIBLE EMPLOYER

<b>Employees by area</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Italy*</b> Includes Cattolica Group since 2021.	15,147	15,480	13,446
<b>France*</b>	6,594	6,589	6,659
<b>Germany*</b>	9,228	9,182	9,486
<b>Austria &amp; CEE*</b> Austria, Bulgaria, Croatia, Czech Republic, Montenegro, Poland, Romania, Hungary, Serbia, Slovakia, Slovenia.	16,813	17,106	17,477
<b>International*</b> Includes Spain, Switzerland, Americas and Southern Europe, Asia. Includes new acquisitions in India and Malaysia since 2022.	20,072	13,008	13,475
<b>Asset &amp; Wealth Management*</b> Includes the main Group entities operating in investment advisory, asset management and financial planning.	2,406	2,284	2,203
<b>Group Holding and other companies</b> Includes the Parent Company's management and coordination activities, including Group reinsurance, Europ Assistance, Global Corporate & Commercial, Generali Employee Benefits as well as other financial holding companies and international service providers not included in the previous geographic areas.	11,801	10,972	9,898
<b>Discontinued Operations</b>	0	0	0
<b>Total Generali Group*</b>	<b>82,061</b>	<b>74,621</b>	<b>72,644</b>

<b>Employees by level</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Managers*</b>	2,292	2,082	1,938
<b>Middle Managers*</b>	12,179	11,367	10,743
<b>Employees*</b>	50,297	44,530	42,682
<b>Sales attendant*</b>	17,006	16,429	16,913
<b>Other*</b>	287	213	368
<b>Total Generali Group*</b>	<b>82,061</b>	<b>74,621</b>	<b>72,644</b>

<b>Employees by age bracket</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<=34	20,259	18,640	18,115
35-54	47,752	42,999	42,642
>=55	14,050	12,982	11,887
<b>Total Generali Group</b>	<b>82,061</b>	<b>74,621</b>	<b>72,644</b>

<b>Employment</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Permanent employees</b>	76,262	68,597	65,919
<b>Fixed-term employees</b>	5,799	6,024	6,725
<b>Full-time employees</b>	72,657	65,442	64,037
<b>Part-time employees</b>	9,404	9,179	8,607
<b>Employees hired<sup>1</sup></b>	11,469	7,919	7,433
<b>Female Employees hired<sup>1</sup></b>	5,291	4,475	4,047
<b>Employees turnover<sup>1</sup></b>	11,591	7,835	7,020
<b>Turnover rate<sup>1</sup> (%)</b>	14.1%	10.7%	9.7%
<b>Female turnover rate<sup>1</sup> (%)</b>	12.0%	11.5%	10.2%
<b>Voluntary turnover rate<sup>1</sup> (%)</b>	9.1%	6.2%	5.7%
<b>Employees covered by collective bargaining agreements (%)</b> The figure refers to Group companies representing 85% of total employees	95.2%	95.9%	95.6%
<b>Workers represented in the European Works Council<sup>2</sup> (%)</b>	74.0%	80.5%	79.5%

(1) Higher hirings and turnover figures in 2022 due to the inclusion of new companies in dynamic markets (e.g., India, Malaysia). Excluding these new markets, data in line with previous years.

(2) 2022 European Works Council % coverage decrease due to new acquisitions in non-European markets (e.g., India, Malaysia)

<b>Diversity, Equity &amp; Inclusion - Focus on gender</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Women on Board of Directors (%)*</b>	46.2%	38.4%	38.4%
<b>Female in top-executive position (%)</b> In the Group Management Committee	13.3%	15.4%	16.7%
<b>Women in strategic positions (%)*</b> The indicator refers to women in Group Management Committee (GMC) and Generali Leadership Group positions and their first reporting line, with some limited exclusions mainly linked to 2022 acquisitions. Indicators not available before 2020 due to change of definition / scope in line with new strategic cycle.	30.0%	30.0%	n.a.
<b>Women in managerial positions (%)</b> The indicator refers to women in managerial positions defined as employees with at least 1 direct report and not included in the strategic positions, with some limited exclusions mainly linked to 2022 acquisitions. Indicators not available before 2020 due to change of definition / scope in line with new strategic cycle.	41.3%	38.9%	n.a.
<b>Female employees (%)*</b>	50.5%	51.4%	51.0%
<b>Permanent female employees (% on total permanent employees)</b>	49.7%	50.8%	49.8%
<b>Gender pay gap (%)*</b> Difference between males' and females' median base salary across the entire organization regardless of the roles. The indicator refer to all consolidated line-by-line companies or aggregated business units with more than 200 employees. excluding a few exceptions due to business or local context peculiarities.	12.5%	14.9%	13.9%
<b>Equal pay gap (%)*</b> Difference between males' and females' base salary for the same work or work of equal value. In 2022 the indicator is calculated applying a specific statistical model based on multiple regression. The indicator refer to all consolidated line-by-line companies or aggregated business units with more than 200 employees, excluding a few exceptions due to business or local context peculiarities.	1.6%	1.8%	2.8%
<b>Accessibility gap to variable remuneration between males and females (%)*</b> Difference in percentage between males' and females' accessibility rate to variable remuneration across the entire organization. The indicator refer to all consolidated line-by-line companies or aggregated business units with more than 200 employees, excluding a few exceptions due to business or local context peculiarities.	1.7%	4.3%	5.1%

<b>Training, Engagement and Performance</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Training Investment (€ mln)*</b> The indicator refers to consolidated line-by-line companies, excluding a few limited exceptions due to business or local context peculiarities. They represent 94.9% of total employees.	60.0	56.9	58.8
<b>Average hours of training per capita*</b>	32.0	34.2	34.2
<b>Trained employees (%)*</b>	100%	100%	99.4%
<b>Upskilled employees (%)*</b> Participation in the program derives from a managerial choice of each Group company. The indicator, therefore, refers to 75.3% of total employees. The indicator in 2021 and 2020 is not available as training initiatives in scope are different from those existing in the previous cycle.	35%	n.a.	n.a.
<b>Employee engagement rate (%)*</b> It is a measure that summarizes people's belief in company goals and objectives (rational connection), their sense of pride (emotional connection) and their willingness to go the extra mile to support success (behavioral connection). It is an index composed by the average result of six specific questions included in the Group Engagement Surveys. The index refers to the Group companies that decided to join the Global Pulse Survey 2022, representing 85.3% of total employees.	84%	83%	n.a.
<b>Employees receiving regular performance and career development reviews (%)</b> Data refers to eligible employees (excluding fixed term contracts, new hired not entering the process, employees on long term leave, etc.)	100%	100%	99%

<b>Hybrid Work</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Entities working Hybrid*</b> The indicator refers to consolidated line-by-line companies, excluding a few limited exceptions due to business or local context peculiarities	100%	100%	83%

<b>Health and Safety<sup>3</sup></b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Number of injuries</b>	217	138	127
<b>Absenteeism rate (%)</b>	4.6%	3.6%	3.8%

(3) Data refers to the following countries: Austria, France, Germany, Italy, Czech Rep., Spain, Switzerland, Portugal covering 85% in terms of total gross written premiums. 2022 figures reflecting the hybrid back-to-office way of working and in line with pre-pandemic figures.

## Our operations' environmental impact

Data refers to the scope of the Group Environmental Management System (EMS), which represents the following organisational units: Argentina, Austria, Bulgaria, Banca Generali, Chile, Europ Assistance, France, Germany, Greece, Hungary, Italy, Poland, Portugal, Czech Republic, Slovakia, Slovenia, Serbia, Spain and Switzerland. The growth of the reporting perimeter and the update of the calculation methodology made it necessary to restate the entire trend from 2019.

<b>GHG Emissions</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Scope1 (tCO <sub>2</sub> e) (A)*	40,789	37,542	37,488	49,951
Scope2 - market based (tCO <sub>2</sub> e) (B)*	15,015	16,614	18,800	21,183
Scope2 - location based (tCO <sub>2</sub> e)*	62,638	69,504	71,547	81,511
Scope3 (tCO <sub>2</sub> e) (C)*	42,906	40,257	40,753	68,400
<b>Total emissions (tCO<sub>2</sub>e) (A+B+C)*</b>	<b>98,710</b>	<b>94,413</b>	<b>97,041</b>	<b>139,534</b>

Note: GHG emissions are calculated in accordance with the GHG Protocol - Corporate Accounting and Reporting Standard and represent 100% of the Group's workforce linked to emission sources in operational control (79.2% measured and 20.8% extrapolated). The measured data represent the organisational units listed above. The GHG emissions of organisational units not included in this list have been extrapolated. The growth of the reporting perimeter (+47% in terms of the Group's workforce compared to 2021) and the update of the calculation methodology made it necessary to restate the entire trend from 2019. The gases included in the calculation are CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O for combustion processes and all climate-altering gases reported in the IPCC AR4 for other emissions (long-lived greenhouse gases - LLGHGs).

<b>GHG Emissions from biofuels</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Biogenic emissions (tCO <sub>2</sub> e)	94	83	41	26

Note: the GHG emissions from biofuels are reported separately and are not included in the emissions data of the above tables, as stated by the GHG Protocol.

<b>Energy</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Purchased electrical energy (GJ)	396,269	431,742	444,668	519,145
<i>purchased renewable energy (%)*</i>	87%	88%	87%	84%
Generation of renewable energy (GJ)	607	377	353	400
District heating (GJ)	133,769	167,759	154,415	159,782
District cooling (GJ)	19,849	20,683	21,730	27,424
Natural gas (GJ)	85,026	107,226	83,266	110,769
Natural gas consumed by trigeneration (GJ)	184,217	149,763	179,470	200,341
Diesel oil (GJ)	127,702	100,718	101,522	189,656
Gasoline (GJ)	58,120	47,049	44,064	48,652
LPG (GJ)	5,899	5,899	5,961	5,323
Biofuel (GJ)	1,517	1,339	663	416
<b>Total energy (GJ)</b>	<b>1,012,975</b>	<b>1,032,555</b>	<b>1,036,112</b>	<b>1,261,908</b>
<i>of which non-renewable energy consumption (GJ)</i>	<i>666,097</i>	<i>650,906</i>	<i>648,235</i>	<i>825,010</i>

Note: energy data represent the organisational units listed above, covering the 79.2% of the Group employees. The growth of the reporting perimeter and the update of the calculation methodology made it necessary to restate the entire trend from 2019. Diesel oil and gasoline include the fuel consumption of the company cars' fleet.

<b>Mobility</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Private car (km)	28,131,715	27,192,633	25,837,457	60,522,522
Airplane (km)	21,527,309	5,643,920	7,059,573	61,239,179
<i>long-haul (%)</i>	4%	21%	16%	10%
<i>medium-haul (%)</i>	61%	53%	71%	66%
<i>short-haul (%)</i>	35%	26%	13%	24%
Train (km)	19,697,361	6,248,516	8,616,839	46,406,361
<i>high-speed (%)</i>	81%	74%	75%	80%
<i>conventional (%)</i>	19%	26%	25%	20%
<b>Total mobility (km)</b>	<b>69,356,385</b>	<b>39,085,069</b>	<b>41,513,869</b>	<b>168,168,062</b>



Note: mobility data represent the organisational units listed above, covering the 79.2% of the Group employees. The growth of the reporting perimeter and the update of the calculation methodology made it necessary to restate the entire trend from 2019.

<b>Other environmental data</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Total water withdrawal (m3)	462,896	437,669	405,914	752,855
Total waste production (ton)	4,568	3,942	5,929	9,283
<i>waste for recycling (%)</i>	78%	82%	88%	85%
Total paper consumption (ton)	3,601	4,364	4,524	6,501
<i>environmentally certified paper (%)</i>	78%	72%	60%	52%

Note: other environmental data represent the organisational units listed above, covering the 79.2% of the Group employees. The growth of the reporting perimeter and the update of the calculation methodology made it necessary to restate the entire trend from 2019.

## RESPONSIBLE CORPORATE CITIZEN

	<b>2022</b>	<b>2021</b>	<b>2020</b>
Funds allocated to the community (€ mln)	13.9	12.2	12.0
<i>of which The Human Safety Net (€ mln)</i>	10.1	6.2	7.5
Active countries for The Human Safety Net*	24	23	22
Active partners for The Human Safety Net*	77	61	56