

# PART II

## 2.1 Tables

**Table 1** – Payments to members of the Administrative and Control Bodies, to General Managers and to other Managers with Strategic Responsibilities

Person Name and surname	Office held	Period for which office was held	Office expiry	Emoluments (in Euro)							Total	Fair value equity**	Severance indemnity for end of office or termination of employment
				Emoluments for the office held			Non-equity variable remuneration						
				Fixed emoluments	Fees for participation in committees	Bonus and other incentives	Profit sharing	Non monetary benefits	Other remuneration*				
Emoluments within the company that prepares the financial statement													
<b>Andrea SIRONI</b>			<b>Total</b>	<b>800,000</b>	--	--	--	2,821	--	802,821	--	--	
Chair of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024		800,000				2,821		802,821			
Chair of the Nominations and Corporate Governance Committee	1.1-31.12.2024	Approved f.s. 2024								--			
<b>Philippe DONNET</b>			<b>Total</b>	<b>2,000,000</b>	--	2,996,128	--	367,946	--	5,364,074	2,750,312	--	
Managing Director/Group CEO <sup>(1)</sup>	1.1-31.12.2024	Approved f.s. 2024		2,000,000		2,996,128		367,946		5,364,074	2,750,312		
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024								--			
<b>Marina BROGI</b>			<b>Total</b>	<b>200,000</b>	<b>144,000</b>	--	--	--	--	344,000	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024		100,000	60,000					160,000			
Member of the Risk and Control Committee	1.1-31.12.2024	Approved f.s. 2024		40,000	36,000					76,000			
Member of the Remuneration and Human Resources Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	24,000					54,000			
Member of the Nominations and Corporate Governance Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	24,000					54,000			
<b>Flavio CATTANEO</b>			<b>Total</b>	<b>130,000</b>	<b>50,000</b>	--	--	--	--	180,000	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024		100,000	44,000					144,000			
Chair of the Related Party Transactions Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	6,000					36,000			
<b>Alessia FALSARONE</b>			<b>Total</b>	<b>180,000</b>	<b>120,000</b>	--	--	--	--	300,000	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024		100,000	60,000					160,000			
Member of the Remuneration and Human Resources Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	24,000					54,000			
Member of the Investment Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	20,000					50,000			
Member of the Innovation, Social and Environmental Sustainability Committee	1.1-31.12.2024	Approved f.s. 2024		20,000	16,000					36,000			
<b>Clara FURSE</b>			<b>Total</b>	<b>190,000</b>	<b>122,000</b>	--	--	--	--	312,000	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024		100,000	56,000					156,000			
Member of the Remuneration and Human Resources Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	22,000					52,000			
Member of the Nominations and Corporate Governance Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	24,000					54,000			
Member of the Investment Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	20,000					50,000			
<b>Umberto MALESCI</b>			<b>Total</b>	<b>170,000</b>	<b>112,000</b>	--	--	--	--	282,000	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024		100,000	60,000					160,000			
Member of the Risk and Control Committee	1.1-31.12.2024	Approved f.s. 2024		40,000	36,000					76,000			
Chair of the Innovation, Social and Environmental Sustainability Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	16,000					46,000			
<b>Stefano MARSAGLIA</b>			<b>Total</b>	<b>150,000</b>	<b>96,000</b>	--	--	--	--	246,000	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024		100,000	60,000					160,000			
Member of the Innovation, Social and Environmental Sustainability Committee	1.1-31.12.2024	Approved f.s. 2024		20,000	16,000					36,000			
Member of the Investment Committee	1.1-31.12.2024	Approved f.s. 2024		30,000	20,000					50,000			

Person Name and surname	Period for which office was held	Office expiry	Emoluments (in Euro)								Fair value equity**	Severance indemnity for end of office or termination of employment
			Emoluments for the office held			Non-equity variable remuneration						
			Fixed emoluments	Fees for participation in committees	Bonus and other incentives	Profit sharing	Non monetary benefits	Other remuneration*	Total			
Emoluments within the company that prepares the financial statement												
<b>Antonella MEI-POCHTLER</b>		<b>Total</b>	<b>180,000</b>	<b>104,000</b>	--	--	--	--	<b>284,000</b>	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024	100,000	60,000					160,000			
Member of the Related Party Transactions Committee	1.1-31.12.2024	Approved f.s. 2024	20,000	8,000					28,000			
Chair of the Investment Committee	1.1-31.12.2024	Approved f.s. 2024	40,000	20,000					60,000			
Member of the Innovation, Social and Environmental Sustainability Committee	1.1-31.12.2024	Approved f.s. 2024	20,000	16,000					36,000			
<b>Diva MORIANI</b>		<b>Total</b>	<b>190,000</b>	<b>112,000</b>	--	--	--	--	<b>302,000</b>	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024	100,000	60,000					160,000			
Member of the Related Party Transactions Committee	1.1-31.12.2024	Approved f.s. 2024	20,000	6,000					26,000			
Chair of the Remuneration and Human Resources Committee	1.1-31.12.2024	Approved f.s. 2024	40,000	24,000					64,000			
Member of the Nominations and Corporate Governance Committee	1.1-31.12.2024	Approved f.s. 2024	30,000	22,000					52,000			
<b>Lorenzo PELLICOLI</b>		<b>Total</b>	<b>160,000</b>	<b>96,000</b>	--	--	--	--	<b>256,000</b>	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024	100,000	56,000					156,000			
Member of the Remuneration and Human Resources Committee	1.1-31.12.2024	Approved f.s. 2024	30,000	22,000					52,000			
Member of the Investment Committee	1.1-31.12.2024	Approved f.s. 2024	30,000	18,000					48,000			
<b>Clemente REBECCHINI</b>		<b>Total</b>	<b>170,000</b>	<b>116,000</b>	--	--	--	--	<b>286,000</b> <sup>(2)</sup>	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024	100,000	60,000					160,000			
Member of the Risk and Control Committee	1.1-31.12.2024	Approved f.s. 2024	40,000	36,000					76,000			
Member of the Investment Committee	1.1-31.12.2024	Approved f.s. 2024	30,000	20,000					50,000			
<b>Luisa TORCHIA</b>		<b>Total</b>	<b>210,000</b>	<b>122,000</b>	--	--	--	--	<b>332,000</b>	--	--	
Member of the Board of Directors	1.1-31.12.2024	Approved f.s. 2024	100,000	56,000					156,000			
Chair of the Risk and Control Committee	1.1-31.12.2024	Approved f.s. 2024	60,000	36,000					96,000			
Member of the Related Party Transactions Committee	1.1-31.12.2024	Approved f.s. 2024	20,000	6,000					26,000			
Member of the Nominations and Corporate Governance Committee	1.1-31.12.2024	Approved f.s. 2024	30,000	24,000					54,000			
<b>Carlo SCHIAVONE</b>		<b>Total</b>	<b>180,000</b>	<b>38,000</b>	--	--	--	--	<b>218,000</b>	--	--	
Chair of the Statutory Auditor	1.1-31.12.2024	Approved f.s. 2025	180,000	38,000					218,000			
<b>Sara LANDINI</b>		<b>Total</b>	<b>130,000</b>	<b>39,500</b>	--	--	--	--	<b>169,500</b>	--	--	
Statutory Auditor	1.1-31.12.2024	Approved f.s. 2025	130,000	39,500					169,500			
<b>Paolo RATTI</b> <sup>(3)</sup>		<b>Total</b>	<b>130,000</b>	<b>37,500</b>	--	--	--	--	<b>167,500</b>	--	--	
Statutory Auditor	1.1-31.12.2024	Approved f.s. 2025	130,000	37,500					167,500			
<b>Other Managers with Strategic Responsibilities</b> <sup>(4)</sup>		<b>Total</b>	<b>12,729,382</b>	--	<b>13,772,880</b>	--	<b>518,769</b>	<b>3,015,910</b>	<b>30,036,941</b>	<b>12,446,766</b>	<b>7,375,636</b>	
<b>TOTAL</b>			<b>17,899,382</b>	<b>1,309,000</b>	<b>16,769,008</b>	--	<b>889,536</b>	<b>3,015,910</b>	<b>39,882,836</b>	<b>15,197,078</b>	<b>7,375,636</b>	

(1) For the incidence of the components as Director and Employee, refer to what is described in Part I of Section II with reference to the remuneration of the Managing Director/Group CEO.

(2) The remuneration is paid directly to Mediobanca.

(3) Paolo Ratti has been co-opted as Statutory Auditor in Generali Italia with effect from 23 April 2024. The approved remuneration is € 40,000 per year. Therefore, during the period 23.4- 31.12.2024, Paolo Ratti received € 31,106.56 from Generali Italia, in addition to the remuneration indicated above for his office as Statutory Auditor of Assicurazioni Generali S.p.A.

(4) During the 2024 financial year, there were 22 Managers with Strategic Responsibilities (including the Heads of Key Functions). The amounts shown in the table consider the total remuneration paid to all Managers with Strategic Responsibilities (including the Heads of Key Functions). The data include the compensation from subsidiaries and associates.

(\*) Includes other remuneration components related to recruitment (i.e. entry awards) and retention.

(\*\*) Sum of the fair value relating to the shares attributable and potentially attributable in the future (as part of the long-term Incentive plans subject to the achievement of the objectives and compliance to the terms and conditions set out in the respective plans, please refer to the following tables for further details) for the part recognized in the financial statements 2024 on an accrual basis according to international accounting standards.

The Table represents the variations over the last 5-year period to the remuneration of the parties for whom the disclosure on remuneration is nominative, to the performance of the Company, and to the remuneration of employees.

The representation takes into account also the voluntary reduction of the 2020 remuneration for solidarity initiatives tied to the Covid-19 emergency.

Name and surname or category	2019-2020 <sup>(a)</sup>	2020-2021 <sup>(a)</sup>	2021-2022 <sup>(b)</sup>	2022-2023 <sup>(b)</sup>	2023-2024
Andrea SIRONI	--	--	n.a.	+39.8%	+0.0%
Luisa TORCHIA	--	--	n.a.	+37.6%	-2.9%
Alessia FALSARONE	--	--	n.a.	+31.5%	-3.8%
Clara FURSE	--	--	n.a.	+84.5%	-1.3%
Umberto MALESCI	--	--	n.a.	+50.6%	-2.8%
Marina BROGI	--	--	n.a.	+99.7%	-5.0%
Flavio CATTANEO	--	--	n.a.	+60.9%	-24.8%
Stefano MARSAGLIA	--	--	n.a.	+138.2%	+21.7%
Philippe DONNET Managing Director/Group CEO	-28.6%	+38.8%	+31.7%	-15.9%	-4.5%
Lorenzo PELLICCIOLI	-30.0%	+70.0%	-1.6%	-10.3%	-5.2%
Clemente REBECCHINI	-2.8%	+23.0%	-15.8%	-12.3%	-3.4%
Diva MORIANI	-8.1%	+33.9%	+18.4%	-8.0%	-5.0%
Antonella MEI-POCHTLER	+58.9%	+8.1%	+19.2%	-2.1%	+1.4%
Carlo SCHIAVONE	--	--	--	n.a.	+48.5%
Sara LANDINI	--	--	--	n.a.	+50.9%
Paolo RATTI	--	--	--	n.a.	+48.5%
Employees	+1.7%	+0.6%	+10.7%	+5.7%	+3.1%
<b>Generali Performance (Group)</b>					
Adjusted Net Result	-12.7%	+ 45.1%	+ 4.2%	+ 14.1%	+ 5.4%
Operating Result	+0.3%	+ 12.4%	+ 11.2%	+ 7.9%	+ 8.2%

#### Legend

The total remuneration includes the fixed component, including fees for participation in committee where applicable, the variable annual cash one and the fair value of the share-based incentive plans (for the part reported in the financial statements for the relevant year based on international accounting standards). The perimeter of "employees" considered corresponds to the employees of the Issuer (Assicurazioni Generali S.p.A.) with the exception of the Managing Director/Group CEO and takes into account the variable remuneration granted during the financial year (where not available, the variable remuneration pertaining to the financial year and the full time equivalent remuneration).

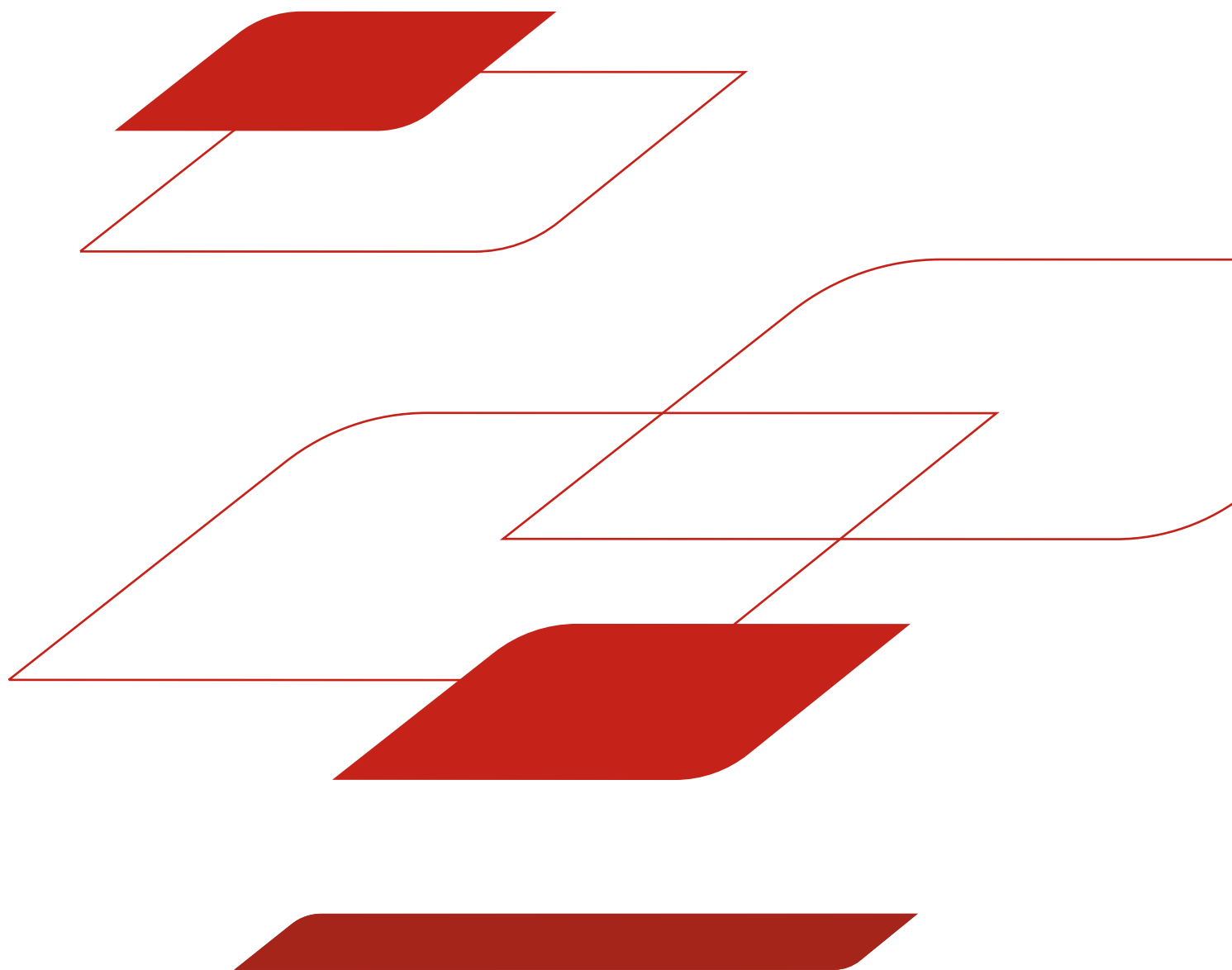
(a) The total remuneration takes into account the voluntary reduction of remuneration in the context of solidarity initiatives linked to the Covid-19 emergency.

(b) In view of the renewal of the Board of Directors in 2022 and Board of Statutory Auditors in 2023, the percentage change in the remuneration of the Directors and Statutory Auditors nominated or terminated during 2022 and 2023 are not relevant for disclosure purposes.

**Table 2** – Stock options granted to the members of the Board of Directors, General Managers, and other Managers with Strategic Responsibilities

A	B	Options held at the start of the financial year							(8)	(9)	Options assigned during the financial year		Options exercised during the financial year		Options expired during the financial year	Options held at the end of the financial year	Options related to the financial year
		(1)	(2)	(3)	(4)	(5)	(6)	(7)			(10)	(11)	(12)	(13)	(14)	(15) = 2+5-11-14	(16)
Name and Surname	Office	Plan	Number of options	Exercise price	Possible exercise period	Number of options	Exercise price	Possible exercise period	Fair value at assignment date	Assignment date	Market price of the shares at the assignment of options	Number of options	Exercise price	Market price of the shares at the assignment date	Number of options	Number of options	Fair value
(I) Emoluments in the company that prepares the financial statement																	
(II) Emoluments from subsidiaries and associates																	
<b>(III) Total</b>																	

This table has not been completed because there are no outstanding stock option plans.



**Table 3A** – Incentive plans based on financial instruments, other than stock options, in favour of the members of the Board of Directors, General Managers, and other Managers with Strategic Responsibilities

A	B	Financial instruments assigned during previous years and not vested during the year			Financial instruments assigned during the year				Financial instruments vested during the year and not assigned	Attributable financial instruments vested during the year	Financial instruments relevant to the year		
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Name and surname	Office	Plan	Number and type of financial instruments	Vesting period (*)	Number and type of financial instruments	Fair value on assignment date	Vesting period (*)	Assignment date	Market price upon assignment	Number and type of financial instruments	Number and type of financial instruments	Value on maturity date (***)	Fair value
Emoluments within the company that prepares the financial statement													
Philippe DONNET Managing Director/ Group CEO		LTI 2020-2022 (AGM resolution April 30, 2020)								29,787 shares not granted <sup>(a)</sup>	108,144 shares to be granted <sup>(b)</sup>	€ 3,449,794	€ 140,838
		LTI 2021-2023 (AGM resolution April 29, 2021)	113,629 shares to be potentially granted <sup>(c)</sup>	2021-2025									€ 331,255
		LTI 2022-2024 (AGM resolution April 29, 2022)	304,172 shares to be potentially granted <sup>(d)</sup>	2022-2026						50,526 shares not granted <sup>(e)</sup>	362,792 shares to be granted <sup>(f)</sup>	€ 11,573,065	€ 2,278,219
		Co-investment share plan linked to the 2019-2021 mandate (AGM resolution April 30, 2020)								145,602 shares not granted <sup>(g)</sup>	268,193 shares to be granted <sup>(h)</sup>	€ 6,262,307	- <sup>(i)</sup>
Other Managers with Strategic Responsibilities (**)		LTI 2020-2022 (AGM resolution April 30, 2020)								77,971 shares not granted <sup>(a)</sup>	283,085 shares to be granted <sup>(b)</sup>	€ 9,030,412	€ 368,664
		LTI 2021-2023 (AGM resolution April 29, 2021)	351,578 shares to be potentially granted <sup>(c)</sup>	2021-2025									€ 1,024,939
		LTI 2022-2024 (AGM resolution April 29, 2022)	420,769 shares to be potentially granted <sup>(d)</sup>	2022-2026						84,593 shares not granted <sup>(e)</sup>	621,860 shares to be granted <sup>(f)</sup>	€ 19,837,334	€ 3,586,372
		LTI 2023-2025 (AGM resolution April 28, 2023)	899,410 shares to be potentially granted <sup>(g)</sup>	2023-2027									€ 3,848,405
	LTI 2024-2026 (AGM resolution April 24, 2024)				842,103 shares to be potentially granted <sup>(h)</sup>	€ 19,393,632	2024-2028	24.04.2024	€ 23,030				€ 3,618,387
<b>Total</b>			<b>2,089,558</b>		<b>842,103</b>					<b>388,479</b>	<b>1,644,074</b>	<b>€ 50,152,910</b>	<b>€ 15,197,078</b>

(a) Total number of shares not to be granted in relation to the performance actually achieved in the 3-year performance period.

(b) Number of shares to be granted in April 2025 as per the resolution of the Board of Directors of Assicurazioni Generali at the end of the additional two-year deferral period, including the number of additional shares determined on the basis of the total amount of dividends distributed over the first three-year performance period and the additional two years of deferral over the reference period 2020-2024 (so-called additional dividend equivalent shares mechanism). The total share value at the vesting date was reported considering the closing price of the share on 12 March 2025 (equal to € 31.900), the date on which the Board of Directors of Assicurazioni Generali was held, which verified the plan's conditions achievement.

(c) Maximum number of shares to be potentially granted at the end of the additional two years of deferral (in 2026) subject to compliance to the terms and conditions set out in the plan rules. Furthermore, as stated in the plan rules and as described in the 2021 Report on Remuneration Policy and Payments, beneficiaries could receive an additional number of shares based on the total amount of dividends distributed over the first three-year performance period and the additional two years of reference deferral (so-called additional dividend equivalent shares mechanism).

(d) Maximum number of shares to be potentially granted at the end of the additional two years of deferral (in 2027) subject to compliance to the terms and conditions set out in the plan rules. Furthermore, as stated in the plan rules and as described in the 2022 Report on Remuneration Policy and Payments, beneficiaries could receive an additional number of shares based on the total amount of dividends distributed over the first three-year performance period and the additional two years of reference deferral (so-called additional dividend equivalent shares mechanism).

(e) Number of shares to be granted in April 2025 as per the resolution of the Board of Directors of Assicurazioni Generali to the Managing Director/Group CEO at the end of the three-year performance period of the unique "closed" long-term incentive plan valid for the entire 2022-2024 mandate (as approved in the Group Remuneration Policy 2022), and based on the level of achievement of the goals defined for the period, including the number of additional shares determined on the basis of the total amount of dividends distributed over the three-year period (so-called additional dividend equivalent shares mechanism). The total share value at the vesting date was reported considering the closing price of the share on 12 March 2025 (equal to € 31.900), the date on which the Board of Directors of Assicurazioni Generali was held, which verified the level of achievement of the three-year goals. Please refer to Section II, Chapter 1.3.6 for additional relevant information regarding the annualised value of the overall shares to be granted under the unique "closed" long term incentive plan assigned to the Managing Director/Group CEO and valid for the entire 2022-2024 mandate.

(f) Total number of shares not to be granted in relation to the performance actually achieved in the performance period.

(g) On 26 June 2024 the Board of Directors, having verified that all plan conditions were met (including the achievement of a specific threshold for Regulatory Solvency) approved the allocation of the second and final Tranche of the co-investment share plan to the Managing Director/Group CEO. This Tranche amounts to n. 268,193 shares, including additional shares determined based on the total dividends distributed over the reference period (the so-called dividend equivalent). The total value of the shares on the vesting date was reported considering the closing share price on 26 June 2024 (equal to € 23.350). The shares granted under this second and final Tranche are subject to the plan's lock-up period of 1 year. Please refer to Section II, Chapter 1.3.7 for additional relevant information on the co-investment share plan related to the previous 2019-2021 mandate.

(h) The fair value of the Managing Director/Group CEO's co-investment plan is zero as the cost was recognised over the performance period determined on a unitary basis by jointly considering the observation period of the two KPIs: (i) EPS: period 01.01.2019-31.12.2021 and (ii) TSR: period 20.06.2019-20.06.2022.

(i) Number of shares to be granted in April 2025 as per the resolution of the Board of Directors of Assicurazioni Generali at the end of the three-year plan performance period (2022-2024) and based on the level of achievement of the goals defined for the period, including the number of additional shares determined on the basis of the total amount of dividends distributed over the three-year period (so-called additional dividend equivalent shares mechanism). The total share value at the vesting date was reported considering the closing price of the share on 12 March 2025 (equal to € 31.900), the date on which the Board of Directors of Assicurazioni Generali was held, which verified the level of achievement of the three-year goals.

(l) Maximum number of shares to be potentially granted at the end of the first three-year performance period and the additional two years of deferral (2023-2027) subject to the achievement of the defined goals and compliance to the terms and conditions set out in the plan rules. Furthermore, as stated in the plan rules and as described in the 2023 Report on Remuneration Policy and Payments, beneficiaries could receive an additional number of shares based on the total amount of dividends distributed over the first three-year performance period and the additional two years of reference deferral (so-called additional dividend equivalent shares mechanism).

(m) Maximum number of shares to be potentially granted at the end of the first three-year performance period and the additional two years of deferral (2024-2028) subject to the achievement of the defined goals and compliance to the terms and conditions set out in the plan rules. Furthermore, as stated in the plan rules and as described in the 2024 Report on Remuneration Policy and Payments, beneficiaries could receive an additional number of shares based on the total amount of dividends distributed over the first three-year performance period and the additional two years of reference deferral (so-called additional dividend equivalent shares mechanism).

(\*) Overall period including the first three years of performance and any additional two years of deferral subject to verification of additional conditions.

(\*\*) The data includes remuneration from subsidiaries and associates.

(\*\*\*) Please refer to Section II, Chapter 1.3.6 and 1.3.7 for additional relevant information.

**Table 3B** – Cash incentive plans in favour of members of the Board of Directors, General Managers, and other Managers with Strategic Responsibilities

A	B	(1)	(2)		Deferment period	(3)		(4)	
			Bonus of the year			Bonus of the previous years			Other bonuses
			(A)	(B)		(A)	(B)		
Name and surname	Office	Plan	Payable/ Paid	Deferred	No longer payable	Payable/ Paid	Still deferred		
Emoluments in the company that prepares the financial statement (€)									
Philippe DONNET	Managing Director/ Group CEO	STI 2024 (Board of Directors resolution March 11, 2024)	2,996,128						
		STI 2024 (Board of Directors resolution March 11, 2024)	13,101,880	671,000	2027				
Other Managers with Strategic Responsibilities <sup>(a)</sup>		STI 2023 <sup>(b)</sup> (Board of Directors resolution March 13, 2023)				662,288	674,363		
		STI 2022 <sup>(b)</sup> (Board of Directors resolution March 14, 2022)				330,113	345,600		
		STI 2021 <sup>(b)</sup> (Board of Directors resolution March 10, 2021)				152,213	152,213		
		STI 2020 <sup>(b)</sup> (Board of Directors resolution March 12, 2020)				39,105	0		
		Other bonuses							
<b>Total</b>			<b>16,098,008</b>	<b>671,000</b>		<b>1,183,718</b>	<b>1,172,175</b>	<b>0</b>	

(a) During the 2024 financial year, there were 22 Managers with Strategic Responsibilities (including the Heads of Key Functions). The amounts shown in the table consider the total remuneration paid to all Managers with Strategic Responsibilities (including the Heads of Key Functions). The data includes remuneration from subsidiaries and associates.

(b) The amount relates to the deferred bonuses provided by the incentive scheme for Key Functions and other Group Functions with payments in cash.

**Table 4** – Shareholdings of members of the Administrative and Control Bodies, of General Managers and other Managers with Strategic Responsibilities

Name and surname	Investee Company	Number of shares held at the end of the previous year	Number of shares acquired	Number of shares sold	Number of shares held at the year-end
Philippe DONNET <i>Managing Director/Group CEO</i>	Assicurazioni Generali	1,510,633	514,940 <sup>(1)</sup>	197,994	1,827,579
Marina BROGI <i>Member of the Board of Directors from April 29, 2022</i>	Assicurazioni Generali	3,330			3,330
Other Managers with Strategic Responsibilities <sup>(2)</sup>	Assicurazioni Generali	2,297,892	1,009,168 <sup>(3)</sup>	242,850	3,064,210

(1) Included shares granted under the 2019-2021 and 2021-2023 LTI plans approved respectively by the Shareholders' Meeting on May 7, 2019, and April 29, 2021, and by the Co-investment Share Plan related to the 2019-2021 mandate, approved by the Shareholders' Meeting on April 30, 2020.

(2) During the 2024 financial year, the number of Managers with Strategic Responsibilities was equal to 22 (including the Heads of Key Functions), 19 of whom were holders of Generali shares as at 31 December 2024.

(3) Included shares granted under the 2019-2021 and 2021-2023 LTI plans approved respectively by the Shareholders' Meeting on May 7, 2019, and April 29, 2021.

As at 31 December 2024<sup>11</sup>, the Managing Director/Group CEO's shareholding, expressed as a multiple of annual recurring fixed gross remuneration, is **25.27 (2,527%)**, while the average shareholding of the Group Management Committee members holding shares, expressed as a multiple of the annual recurring fixed gross remuneration, is **7.15 (715%)**.

11. Considering the average price of Generali shares in December 2024, equal to € 27.65.