



GRI Content Index 2020

“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 2020, p. 83-95 (par. “Our main markets: positioning and performance”)
102-3	Location of headquarters	AIR & CFS 2020, p. 2
102-4	Location of operations	AIR & CFS 2020, p. 321 (par. “List of countries”) and p. 83-95 (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 2020, p. 83-95 (par. “Our main markets: positioning and performance”)
102-7	Scale of the organization	AIR & CFS 2020, p. 10-11 (par. “Group Highlights”)
102-8	Information on employees and other workers	https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2020 in the downloadable PDF

Employees (Head Count) by employment contract

Country	Permanent	Temporary	Total	Part Time	Full Time	Total
Italy	12,982	464	13,446	1,334	12,112	13,446
France	6,226	433	6,659	542	6,117	6,659
Germany	9,384	102	9,486	2,575	6,911	9,486
Austria, CEE and Russia	16,010	1,467	17,477	2,088	15,389	17,477
International*	10,184	3,291	13,475	502	12,973	13,475
Investments, Asset & Wealth Management*	2,034	169	2,203	134	2,069	2,203
Group Holding and other companies*	9,099	799	9,898	1,432	8,466	9,898
Discontinued Operations	-	-	-	-	-	-
TOTAL	65,919	6,725	72,644	8,607	64,037	72,644
Incidence	90.7%	9.3%	100.0%	11.8%	88.2%	100.0%

¹ **NB:** 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) by employment of contract

Country	Permanent	Temporary	Total	Part Time	Full Time	Total
Italy	5,600	237	5,837	1,188	4,649	5,837
France	3,209	273	3,482	480	3,002	3,482
Germany	4,833	53	4,886	2,268	2,618	4,886
Austria, CEE and Russia	8,818	1,020	9,838	1,700	8,138	9,838
International*	4,939	2,046	6,985	402	6,583	6,985
Investments, Asset & Wealth Management*	882	82	964	123	841	964
Group Holding and other companies*	4,564	464	5,028	1,005	4,023	5,028
Discontinued Operations	-	-	-	-	-	-
TOTAL	32,845	4,175	37,020	7,166	29,854	37,020
Incidence	88.7%	11.3%	100.0%	19.4%	80.6%	100.0%

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

International: includes: 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 2020, p. 11 (par. "Our Agents"), p. 46 (par. "A strong brand").
102-10	Significant changes to the organization and its supply chain	AIR & CFS 2020, p. 12-17 (par. "2020 key facts").
102-11	Precautionary Principle or approach	AIR & CFS 2020, p. 119-120 (par. "Group Risk Management System").
102-12	External initiatives	https://www.generali.com/our-responsibilities/responsible-business/external-commitments
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. https://www.generali.com/our-responsibilities/responsible-business/external-commitments

Strategy

102-14	Statement from senior decision-maker	AIR & CFS 2020, 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 2020, p. 51-53 (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 2020, p. 54-57 (par. "Our Governance) p.58-59 (par. "Focus on the Board of Directors", "Focus on the Board of Statutory Auditors")
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		https://www.generali.com/our-responsibilities/responsible-business/governance-management Corporate Governance and Share Ownership Report 2020
102-35	Remuneration policies	AIR & CFS 2020, p. 60-61 (par. "Our Remuneration Policy"). https://www.generali.com/governance/remuneration

Stakeholder Engagement

102-40	List of stakeholder groups	https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement
102-41	Collective bargaining agreements	https://www.generali.com/our-responsibilities/responsible-business/respecting-human-rights (par. "How we monitor respect for human rights")
102-42	Identifying and selecting stakeholders	https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement
102-43	Approach to stakeholder engagement	https://www.generali.com/our-responsibilities/responsible-business/stakeholder-engagement AIR & CFS 2020, p. 41 (par. "Our People") and p. 46 (par. "A strong brand")
102-44	Key topics and concerns raised	https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix

Reporting Practice

102-45	Entities included in the consolidated financial statements	AIR & CFS 2020, p. 296-313 (par. "Subsidiaries Consolidated line by line") and 314-319 (par. "Non-Consolidated Subsidiaries and Associated Companies") https://www.generali.com/our-responsibilities/performance/data-and-performance
102-46	Defining report content and topic boundaries	https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix AIR & CFS 2020, p. 139-143 (par. "Consolidated Non-Financial Statement")
102-47	List of material topics	https://www.generali.com/our-responsibilities/responsible-business/Materiality-Matrix AIR & CFS 2020, p. 141 (sec. "Consolidated Non-Financial Statement") Here we present the correlation table between material topics and GRI Standards
102-48	Restatements of information	https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2020 (restated data has been labelled with the symbol "R") in the downloadable PDF
102-49	Changes in reporting	During 2020, following the COVID-19 pandemic, we reviewed the relevance of the materiality analysis conducted the previous year and we confirmed its validity, making limited changes because we believe that the priorities previously identified still constitute an effective summary of the main business and social challenges for the years to come.
102-50	Reporting period	1 st January 2020 - 31 st December 2020
102-51	Date of most recent report	https://www.generali.com/info/download-center/sustainability/bilanci
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	AIR & CFS 2020, p. 358 (par. "Contacts") https://www.generali.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.generali.com/our-responsibilities/performance/how-we-report
102-55	GRI content index	https://www.generali.com/our-responsibilities/performance/how-we-report
102-56	External Assurance	AIR & CFS 2020, p. 343-351 (par. "Independent Auditor's Report")

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

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/our-responsibilities/our-commitment-to-the-environment-and-climate AIR & CFS 2020 p. 26-28, 126-128, 137	
201-2	Financial Implications and other risks and opportunities due to climate change	https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate AIR & CFS 2020, p. 26-28, 126-128, 137 (par. "Climate Change" and "Our Management")	
-	Operating result, combined ratio, natural catastrophes impact	AIR & CFS 2020, p. 104, 106-1079, 123	

GRI 205: Anti-Corruption 2016			
Material Topics: Regulatory complexity & need for an integrated governance			
103-1 103-2 103-3	Management Approach	AIR & CFS 2020, p. 51-53 (par. "Our rules for running business with integrity") https://www.generali.com/our-responsibilities/responsible-business/anti-corruption	
205-2	Communications and training about anti-corruption policies and procedures	https://www.generali.com/our-responsibilities/responsible-business/anti-corruption AIR & CFS 2020, p. 51-53 (par. "Our rules for running business with integrity")	
205-3	Confirmed incidents of corruption and actions taken	https://www.generali.com/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/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste	
302-1	Energy consumption within the organization	https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste	
302-4	Reduction of energy consumption	https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/Green-offices-energy-use-of-resources-and-waste (par. "Performance 2020")	

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/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions	
305-1	Direct GHG emissions (Scope 1)	https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2020, in the downloadable PDF; AIR & CFS 2020, p. 11 (sec. "Total Emissions") and p. 47 (par. "Objectives and metrics to mitigate risks")	

305-2	Energy indirect emissions (Scope 2)	GHG	https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2020, in the downloadable PDF; AIR & CFS 2020, p. 11 (sec. "Total Emissions") p. 47 (par. "Objectives and metrics to mitigate risks")
305-3	Other indirect emissions (Scope 3)	GHG	https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2020, in the downloadable PDF; AIR & CFS 2020, p. 11 (sec. "Total Emissions") p. 47 (par. "Objectives and metrics to mitigate risks")
305-5	Reduction of GHG emissions		https://www.generali.com/our-responsibilities/our-commitment-to-the-environment-and-climate/greenhouse-gas-emissions AIR & CFS 2020, p. 11 (sec. "Total Emissions") p. 47 (par. "Objectives and metrics to mitigate risks"), p. 155 (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		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		7,433 new employees (of whom 4,047 women) were hired, and 7,020 (of whom 3,799 women) left. The total recruitment rate was 10.2% (10.9% female recruitment rate) and the turnover rate was 9.7% (10.2% female turnover rate)

Recruitments and terminations 2020

Country	≤34		35-54		>55		Total	
	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations
Italy	684	457	246	241	8	187	938	885
France	518	438	241	351	44	183	803	972
Germany	186	128	97	90	6	200	289	418
Austria, CEE and Russia*	1,492	993	751	813	83	381	2,326	2,187
International*	1,380	1,116	757	991	23	136	2,160	2,243
Investments, Asset & Wealth Management*	94	51	28	28	3	9	125	88
Group Holding and other companies*	499	80	269	97	24	50	792	227
Discontinued Operations	-	-	-	-	-	-	-	-
TOTAL	4,853	3,263	2,389	2,611	191	1,146	7,433	7,020

Recruitment and termination rate 2020

Country	≤34		35-54		>55		Total	
	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations	Recruitments	Terminations
Italy	33.4%	22.3%	2.8%	2.7%	0.3%	7.6%	7.0%	6.6%
France	31.7%	26.8%	6.7%	9.8%	3.0%	12.7%	12.1%	14.6%
Germany	13.3%	9.2%	1.7%	1.6%	0.2%	8.0%	3.0%	4.4%
Austria, CEE and Russia*	31.7%	21.1%	7.5%	8.1%	3.0%	13.9%	13.3%	12.5%
International*	31.0%	25.1%	10.0%	13.1%	1.6%	9.3%	16.0%	16.6%
Investments, Asset & Wealth Management*	18.8%	10.2%	2.0%	2.0%	1.1%	3.3%	5.7%	4.0%
Group Holding and other companies*	14.8%	2.4%	4.9%	1.8%	2.4%	5.0%	8.0%	2.3%
Discontinued Operations	-	-	-	-	-	-	-	-
TOTAL	26.8%	18.0%	5.6%	6.1%	1.6%	9.6%	10.2%	9.7%

Female employees recruitment and terminations 2020

Country	Recruitments (n)	Recruitments (%)	Terminations (n)	Terminations (%)
Italy	468	50%	415	47%
France	432	54%	499	51%
Germany	140	48%	201	48%
Austria, CEE and Russia*	1,367	59%	1,300	59%
International*	1,176	54%	1,239	55%
Investments, Asset & Wealth Management*	66	53%	41	47%
Group Holding and other companies*	398	50%	84	37%
Discontinued Operations	-	-	-	-
TOTAL	4,047	54%	3,779	54%

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

Female employees recruitment and termination rate 2020

Country	Recruitments	Terminations
Italy	8.0%	7.1%
France	12.4%	14.3%
Germany	2.9%	4.1%
Austria, CEE and Russia*	13.9%	13.2%
International*	16.8%	17.7%
Investments, Asset & Wealth Management*	6.8%	4.3%
Group Holding and other companies*	7.9%	1.7%
Discontinued Operations	-	-
TOTAL	10.9%	10.2%

Percentage calculated on the total number of female employees

***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).

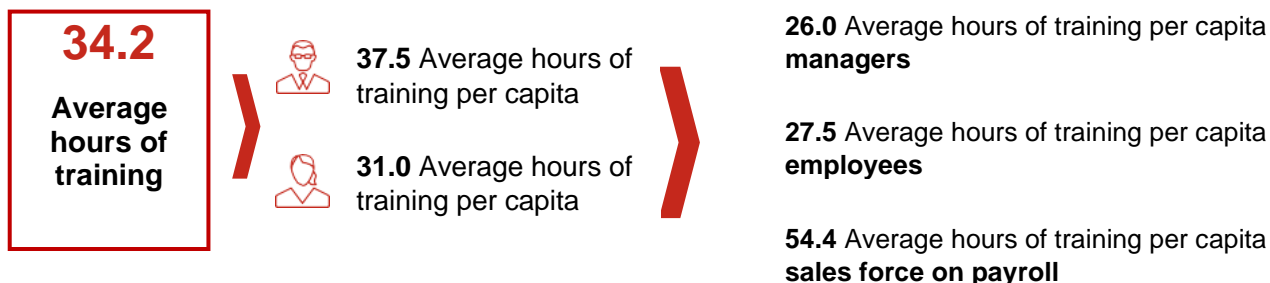
Gender breakdown of recruitment and termination rates 2020

Gender	Recruitments	Turnover
Male	9.5%	9.1%
Female	10.9%	10.2%

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/our-responsibilities/Generali-people-strategy/investing-in-our-people AIR & CFS 2020, p. 41-43 (par. "Our People")	
404-1	Average hours of training per year per employee	AIR & CFS 2020, p. 139 (section "NFS")	



404-2	Programs for upgrading employee skills and transition assistance programs	AIR & CFS 2020, p. 41-43 (par. "Our People") https://www.generali.com/our-responsibilities/Generali-people-strategy/investing-in-our-people	
404-3	Percentage of employees receiving regular performance and career development reviews	In 2020, 99%** of our employees were involved in a performance assessment program, feedback dialogue and development plan. Annual Integrated Report and Consolidated Financial Statements 2020, p. 42 (par. "Generali Global Engagement Survey")	

** The data exclusively refer to Group companies, equal to 64,297 employees (89% of the total), within the scope of the Group Performance Management process.

Performance Assessment 2020

Performance Assessment	Total (%)
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Male	99%
Female	98%
Total	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 2020, p. 41-43 (par. "Our people"); https://www.generali.com/work-with-us/Get-to-know-us/diversity-and-inclusion	
405-1	Diversity of governance bodies and employees	AIR & CFS 2020, p. 58-59 (par. "Focus on the Board of Directors")	

Employees by level 2020

Contry	Managers	Employees	Sales force on payroll	Other	Total
Italy	185	6,534	6,663	64	13,446
France	125	4,837	1,697	-	6,659
Germany	155	8,916	415	-	9,486
Austria, CEE e Russia	329	12,264	4,873	11	17,477
International*	391	10,345	2,720	19	13,475
Investments, Asset & Wealth Management*	203	1,908	92	-	2,203
Group Holding and other companies*	550	8,621	453	274	9,898
Discontinued Operations	-	-	-	-	-
TOTAL	1,938	53,425	16,913	368	72,644

Percentage of employees by level 2020

Contry	Managers	Employees	Sales force on payroll	Other
Italy	1.4%	48.6%	49.6%	0.5%
France	1.9%	72.6%	25.5%	0.0%
Germany	1.6%	94.0%	4.4%	0.0%
Austria, CEE e Russia	1.9%	70.2%	27.9%	0.1%
International*	2.9%	76.8%	20.2%	0.1%
Investments, Asset & Wealth Management*	9.2%	86.6%	4.2%	0.0%
Group Holding and other companies*	5.6%	87.1%	4.6%	2.8%
Discontinued Operations	-	-	-	-
TOTAL	2.7%	73.5%	23.3%	0.5%

Female employees by level 2020

Country	Managers	Employees	Sales force on payroll	Other	Total
Italy	28	3,152	2,652	5	5,837
France	42	2,929	511	-	3,482
Germany	31	4,802	53	-	4,886
Austria, CEE e Russia	109	7,388	2,341	-	9,838
International*	118	5,607	1,247	13	6,985
Investments, Asset & Wealth Management*	38	905	21	-	964
Group Holding and other companies*	136	4,473	258	161	5,028
Discontinued Operations	-	-	-	-	-
TOTAL	502	29,256	7,083	179	37,020

Percentage of female employees by level 2020

Country	Managers	Employees	Sales force on payroll	Other	Total
Italy	15.1%	48.2%	39.8%	7.8%	43.4%
France	33.6%	60.6%	30.1%	-	52.3%
Germany	20.0%	53.9%	12.8%	-	51.5%
Austria, CEE e Russia	33.1%	60.2%	48.0%	0.0%	56.3%
International*	30.2%	54.2%	45.8%	68.4%	51.8%
Investments, Asset & Wealth Management*	18.7%	47.4%	22.8%	-	43.8%
Group Holding and other companies*	24.7%	51.9%	57.0%	58.8%	50.8%
Discontinued Operations	-	-	-	-	-
TOTAL	25.9%	54.8%	41.9%	48.6%	51.0%

Number of employees by age bracket 2020

Country	≤34	35-54	≥55	Total
Italy	2,050	8,942	2,454	13,446
France	1,635	3,580	1,444	6,659
Germany	1,397	5,584	2,505	9,486
Austria, CEE e Russia	4,714	10,015	2,748	17,477
International*	4,447	7,570	1,458	13,475
Investments, Asset & Wealth Management*	500	1,434	269	2,203
Group Holding and other companies*	3,372	5,517	1,009	9,898
Discontinued Operations	-	-	-	0
TOTAL	18,115	42,642	11,887	72,644

Employees by age bracket 2020

Country	≤34	35-54	≥55
Italy	15%	67%	18%
France	25%	54%	22%
Germany	15%	59%	26%
Austria, CEE e Russia	27%	57%	16%
International*	33%	56%	11%
Investments, Asset & Wealth Management*	23%	65%	12%
Group Holding and other companies*	34%	56%	10%
Discontinued Operations	-	-	-
TOTAL	25%	59%	16%

Number of female employees by age bracket 2020

Country	≤34	35-54	≥55	Total
Italy	939	4,101	797	5,837
France	907	1,872	703	3,482
Germany	804	2,999	1,083	4,886
Austria, CEE e Russia	2,595	5,890	1,353	9,838
International*	2,545	3,873	567	6,985
Investments, Asset & Wealth Management*	219	645	100	964
Group Holding and other companies*	1,867	2,746	415	5,028
Discontinued Operations	-	-	-	-
TOTAL	9,876	22,126	5,018	37,020

Female employees by age bracket 2020

Country	≤34	35-54	≥55
Italy	46%	46%	32%
France	55%	52%	49%
Germany	58%	54%	43%
Austria, CEE e Russia*	55%	59%	49%
International*	57%	51%	39%
Investments, Asset & Wealth Management*	44%	45%	37%
Group Holding and other companies*	55%	50%	41%
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).

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/our-responsibilities/living-the-community	
413-1	Operations with local community engagement, impact assessments and development programs	AIR & CFS 2020, p. 50-51 (par. "The Human Safety Net")	
F14	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/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 21.7% of total gross direct premiums. https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2020 in the downloadable PDF AIR & CFS 2020, p. 10 (sec. "Gross Written Premiums") and p. 67 (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 2.2% of total gross direct premiums. https://www.generali.com/our-responsibilities/performance/data-and-performance Generali in Figures 2020 in the downloadable PDF AIR & CFS 2020, p. 10 (sec. "Gross Written Premiums") and p. 67 (sec. "NFS")	

*For further details, refer to pages 66-67 of the Annual Integrated Report 2020.

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 2020, p. 75 (sec. "Responsible Investments") https://www.generali.com/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 2020, p. 75 (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 49.2% of total Assets Under Management**. AIR & CFS 2020, p. 10 (sec. "Total Assets Under Management") and p. 76 (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	https://www.generali.com/our-responsibilities/responsible-investments/Active-ownership-engagement-and-proxy-voting	

**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 2020, p. 20
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