

Generali launches We SHARE 3, the new edition of its employee share ownership plan

- The new plan further strengthens employee participation and alignment with the Group's strategic and sustainability objectives
- More than 23,400 employees across 30 countries participated in the previous edition

Milan – Generali announces the launch of We SHARE 3, the third edition of the employee share ownership plan for Group employees. Approved by the Shareholders' Meeting of April 2026, the plan offers employees the opportunity to purchase Generali shares on favourable terms and receive additional free shares, subject to share price performance and the achievement of specific strategic and sustainability goals.

The initiative continues the journey of the previous editions of We SHARE, which generated strong interest and engagement with more than 23,400 participants across over 30 countries in We SHARE 2.0, which concluded in April 2026.

We SHARE 3 promotes a culture of ownership and empowerment and strengthens the alignment between employees, shareholders and Generali's long-term ambitions.

The plan is scheduled to be launched in October 2026 and will run until April 2029.

Generali Group CEO Philippe Donnet said: *"The success of the previous editions of We SHARE demonstrates our people's commitment to playing a leading role in shaping Generali's future. With We SHARE 3, we are continuing this shared journey by promoting even greater active participation in the Group's long-term growth and strengthening the alignment between our people and the achievement of our ambitious strategic objectives. The integration of environmental and social goals into the structure of the plan reflects the central role of sustainability in Generali's strategy as well as reinforcing a model of employee participation, which is internationally recognised."*

In line with the previous editions, participants will be able to choose the amount they wish to set aside through monthly contributions. At the end of the plan, Generali's final share price will be compared with the initial share price set at the time of the launch of the plan. Participants will then purchase shares at the initial price using their accumulated contributions and will also receive, free of charge: additional Matching Shares; Sustainability Shares, linked to the target of CO₂ emissions reduction from our Group's activities; and Dividend Equivalent Shares, linked to the dividends distributed over the 2026-2028 period.

As part of Generali's broader commitment to creating a positive social impact, We SHARE 3 will also support The Human Safety Net Foundation, contributing to projects focused on financial education and inclusion.



THE GENERALI GROUP

Generali is one of the largest integrated insurance and asset management groups worldwide, with a total premium income of € 98.1 billion and € 900 billion AUM in 2025. Established in 1831, with over 88,000 employees and 163,000 advisors serving 75 million customers, the Group has a leading position in Europe and a growing presence in Asia and America. At the heart of Generali's strategy is its Lifetime Partner commitment to customers, achieved through innovative and personalised solutions, best-in-class customer experience and its digitalised global distribution capabilities. The Group has fully embedded sustainability into all strategic choices, with the aim to create value for all stakeholders while building a fairer and more resilient society.