



**INFORMATION DOCUMENT**

(pursuant to Article 84-*bis* of Consob Regulation No. 11971 of 14 May 1999,  
as subsequently amended and extended)

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**ON THE LONG-TERM INCENTIVE PLAN “2022 LTI PLAN”**

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Milan, 18 March 2022

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## **DEFINITIONS**

The terms indicated below have the following meanings for the purposes of this Information Document:

<b><u>Directors</u></b>	Each executive director of Banca Generali and its subsidiaries.
<b><u>Chief Executive Officer</u></b>	Director vested with full managerial authority and ultimate responsibility for the management of Banca Generali
<b><u>Shareholders' Meeting</u></b>	General Shareholders' Meeting of Banca Generali
<b><u>Shares</u></b>	Banca Generali ordinary Shares
<b><u>Beneficiaries</u></b>	The beneficiaries of this Plan, i.e., the Chief Executive Officer and General Manager, the Deputy General Managers, the General Managers of the Subsidiaries, the Area/Direction Managers reporting to the Chief Executive Officer/General Manager and the Deputy General Managers, as well as other Managers — with the exception of the control functions — who will be identified by the Board of Directors, at its sole discretion, upon launching the Plan or during the Plan's three year period (2022-2024), taking account of the role they have in the Banking Group and provided that such role is significant also for the Generali Group. In implementing the Plan, the Board of Directors will specifically identify the Beneficiaries amongst those who hold the aforementioned roles, also determining the Objectives and the number of Shares to be assigned.
<b><u>Circular</u></b>	Bank of Italy Circular No. 285 of 17 December 2013, "Supervisory Provisions for Banks", Part I, Title IV, Chapter 2, <i>Remuneration and Incentive Policies and Procedures</i> , currently in force.
<b><u>Civil Code</u></b>	The Italian Civil Code, approved by Royal Decree No. 262 of 16 March 1942, as subsequently amended and extended.
<b><u>Corporate Governance Code</u></b>	The Corporate Governance Code of listed companies prepared by the Corporate Governance Committee and promoted by Borsa Italiana S.p.A.
<b><u>Remuneration Committee</u></b>	The Bank's Remuneration Committee <i>pro tempore</i> .
<b><u>Board of Directors</u></b>	The Bank's Board of Directors <i>pro tempore</i> .
<b><u>Subsidiaries</u></b>	Without distinction, each of the companies directly or indirectly controlled from time to time by the Bank, within the meaning of Article 2359 of the Italian Civil Code, and which have a current Relationship with one or more Beneficiaries.
<b><u>Date of Approval</u></b>	The date of approval of the Plan by the Generali Shareholders' Meeting.
<b><u>Employees</u></b>	The executives and employees who currently work for Banca Generali or one of its Subsidiaries, either under open-ended or fixed-term contracts, excluding all forms of independent contractors or consultants.
<b><u>Information Document</u></b>	This information document drawn up pursuant to and for the intents and purposes of Article 84- <i>bis</i> , paragraph 1, of the Rules for Issuers.
<b><u>Banca Generali Banking Group's Gates</u></b>	Indicators representing the Banking Group's specific access thresholds linked to Total Capital Ratio and Liquidity Coverage Ratio to be met in order to qualify for the assignment of the Shares. The parameters and characteristics are outlined in the Participation Form of each Beneficiary, without prejudice to the fact that they may be subsequently changed and amended at the discretion of the Bank's relevant corporate

bodies, in accordance with applicable regulations.

**Generali Group's Gate**

Indicator identified by the administrative body of Assicurazioni Generali S.p.A. in terms of Regulatory Solvency Ratio, or any other gate defined by Assicurazioni Generali S.p.A. in application of the relevant remuneration policies and to be met in order to qualify for the assignment of the Shares linked to the Generali Group's Objectives. The parameters and characteristics are outlined in the Participation Form of each Beneficiary, without prejudice to the fact that they may be subsequently changed and amended at the discretion of the Bank's relevant corporate bodies, in accordance with applicable regulations.

**Banking Group**

The Banca Generali Banking Group, registered in the Register of Banking Groups, whose parent company is Banca Generali S.p.A., having its registered office in Trieste, Italy, Via Machiavelli 4, registered in the Register of Banks at number 5358.

**Generali Group**

Assicurazioni Generali S.p.A. and the companies under Italian and foreign law subject, directly or indirectly, to its control, pursuant to Article 2359 of the Italian Civil Code.

**Particularly High Amount**

The lesser between: *a)* 25% of the average total remuneration of Italian high-earners, as per the most recent report published by EBA; and *b)* 10 times the average total remuneration of the Bank's employees. The remuneration policies currently set this amount at 435,000.00 euros.

**Participation Form**

The form given by Banca Generali to Beneficiaries indicating *(i)* the Objectives; *(ii)* the Gates of the Banking Group Banca Generali and the Gates of the Generali Group; *(iii)* the subscription and return of which to Banca Generali by the Beneficiaries will constitute full and unconditional adherence to the Plan.

**Net Holding Cash Flow**

With reference to the Generali Group, net cash flows available at the level of the parent company at a certain period, net of holding expenses and interest expenses. Its main components, in terms of cash, are: subsidiaries' remittances; the result of the centralised reinsurance; interests on financial debt, expenses and paid or reimbursed taxes at Group level.

**Objectives**

Collectively, the Objectives of the Generali Group and the Objectives of the Banking Group.

**Generali Group's Objectives**

The assignment of 20% of the total Shares that each Beneficiary may become entitled to receive pursuant to the Plan is contingent on the satisfaction of the performance indicators specified by the Board of Directors of Assicurazioni Generali S.p.A and set out in the Participation Form of each Beneficiary, provided that the Generali Group's and Banca Generali Banking Group's Gates are satisfied.

**Banking Group's Objectives**

The assignment of 80% of the total Shares that each Beneficiary may become entitled to receive pursuant to the Plan is contingent on the satisfaction of the performance indicators specified by the Board of Directors and set out in the Participation Form of each Beneficiary, provided that the Banca Generali Banking Group's Gates are satisfied.

**Key Personnel**

The personnel identified by the Bank as Key Personnel pursuant to applicable regulations.

For the sole purposes of this Information Document, this definition includes individuals, other than those mentioned above, who are identified as Key Personnel by Subsidiaries that are required to adopt specific remuneration policies in compliance with local and/or industry regulations.

**Top Key Personnel**

The Executive Directors, General Manager, Joint General Managers, Deputy General Managers and other individual in similar positions, and the Heads of the main business areas (and of areas with a higher risk profile, such as investment banking), corporate functions or geographical areas, as well as those who report directly to corporate bodies with supervisory, strategic, management and control functions.

<b><u>Remuneration Policies</u></b>	The Bank's remuneration policies in force from time to time.
<b><u>Professional Relationship</u></b>	The employment and /or administration and/or temporary contract and/or contractor relationship between the Beneficiary and the Bank or one of its Subsidiaries.
<b><u>Rules for Issuers</u></b>	The Rules adopted by Consob under Resolution No. 11971 of 14 May 1999, as amended and extended.
<b><u>Regulatory Solvency Ratio</u></b>	With reference to the Generali Group, the ratio of admitted own funds to the related solvency capital requirement of the Group, both calculated in line with the SII regulation. Admitted own funds are net of the proposed dividend.
<b><u>Plan Entity</u></b>	Banca Generali
<b><u>Cash Settlement</u></b>	The cash amount that Banca Generali may, at its discretion and on the basis of a resolution of the Board of Directors, be paid, without prejudice to the principles set forth by the Circular, also to single Beneficiaries in place— in full or in part — of Shares that should be granted to them, calculated on the basis of the average official Shares price on the MTA market — as ascertained by Borsa Italiana S.p.A. — in the month prior to Shares assignment, or, in case the Shares should no longer be listed, on the basis of their normal value pursuant to Article 9 of the Presidential Decree of No. 917 of 22 December 1986, as determined by an independent expert appointed by Banca Generali
<b><u>TUB</u></b>	Italian Legislative Decree No. 385 of 1 September 1993, as subsequently amended and extended.
<b><u>TUF</u></b>	Italian Legislative Decree No. 58 of 24 February 1998, as subsequently amended and extended.

## **FOREWORD**

This Information Document is issued by Banca Generali S.p.A. (“**Banca Generali**” or the “**Bank**”), in accordance with the provisions of Articles 114-*bis* of TUF and 84-*bis*, paragraph 1, of the Rules for Issuers, as well as with Layout 7 of Annex 3A of the said Rules, with a view to providing shareholders and the financial community with appropriate in-depth information on the long-term incentive plan denominated “2022 LTI Plan”, approved by the Board of Directors on its meeting of 18 March 2022 (“**2022 LTI Plan**” or “**Plan**”) and to be submitted to the General Shareholders’ Meeting to be held, in first call, on 21 April 2022 and, where necessary, in second call, on 22 April 2022, and concerning the allotment at no cost of Shares to the Directors and Employees of the Bank and of its Subsidiaries, as identified by the Board of Directors among those who are vested with functions that are strategically relevant to achieving the Banking Group’s objectives, being this role also relevant to the Generali Group.

As described in the Remuneration Policies, the Plan is one of the two instruments for determining the total variable component for the Banking Group’s top managers, and in particular the instrument aimed at recognising and reflecting the Banking Group’s medium/long-term objectives, defined in accordance with the Generali Group’s objectives, when calculating the variable remuneration of the above-mentioned individuals, to be fully paid in Shares.

The characteristics of the 2022 LTI Plan are consistent with applicable provisions on remuneration, in particular those of Bank of Italy Circular.

For the purposes of implementation of the Plan, the Shares assigned at no cost to the Beneficiaries will derive, in whole or in part, from the treasury shares that the Company may buy back and dispose of under specific authorisation from the Shareholders’ Meeting pursuant to Articles 2357 and 2357-*ter* of the Italian Civil Code.

For further detailed information, reference should be made to the Directors’ Illustrative Report to be submitted to the shareholders and drawn up pursuant to Articles 125-*ter*, paragraph 1, and 114-*bis*, paragraph 1, of TUF and Article 84-*ter* of the Rules for Issuers. The said Report is made available on the Bank’s website [www.bancagenerali.com](http://www.bancagenerali.com), section *Governance – AGM*.

Similarly, this Information Document is made available to the public at Banca Generali’s registered office in Trieste, Via Machiavelli 4, and at its operating offices in Milan, Direzione Affari Societari e Rapporti con le Authorities, Piazza Tre Torri 1, as well as via the centralised regulatory data storage mechanism SDIR-NIS, managed by Bit Market Services, at [www.emarketstorage.com](http://www.emarketstorage.com) and on the Bank’s website [www.bancagenerali.com](http://www.bancagenerali.com), section *Governance – AGM*.



## **1. RECIPIENTS**

### **1.1 Names of the Beneficiaries who sit on the Board of Directors or on the governing body of the Issuer of the financial instruments, as well as any parent companies or direct or indirect Subsidiaries thereof.**

Currently (and without prejudice to subsequent changes, and conditional upon any Board of Director's decisions), potential Beneficiaries include the Chief Executive Officer and General Manager of the Bank.

The names of the actual Beneficiaries identified by the Board of Directors and the other information envisaged in paragraph 1 of Layout 7 of Annex 3A to the Rules for Issuers will be provided according to the methods set out in Article 84-bis, paragraph 5, letter a), of the Rules for Issuers.

### **1.2 Categories of employees or outside collaborators of the Issuer of the financial instruments, and/or any and all the parent companies and Subsidiaries thereof.**

The potential Beneficiaries of the Plan include Employees or collaborators falling into the following categories: the Deputy General Managers, the General Managers of Subsidiaries, the Area/Direction Managers directly reporting to the Chief Executive Officer/General Manager and to the Deputy General Managers, as well as other Managers — with the exception of control functions — who will be carefully selected upon launching the Plan or during the three years of reference (2022-2024), in consideration of the significance of their role in the Banking Group, and provided that such role is significant also for the Generali Group.

Information requested in this regard will be provided according to the methods set out in Article 84-bis, paragraph 5, letter a), of the Rules for Issuers.

### **1.3 Names of the Beneficiaries of the plan belonging to the groups indicated in point 1.3, letters a), b) and c) of Annex 3A, Layout 7, of the Rules for Issuers.**

#### *a) General Managers of the issuer of financial instruments*

To date (and without prejudice to subsequent changes and subject to the Board of Directors' decisions), these potential Beneficiaries include the Chief Executive Officer and General Manager of the Bank.

The names of the actual Beneficiaries identified by the Board of Directors and the other information envisaged in paragraph 1 of Layout 7 of Annex 3A to the Rules for Issuers will be provided according to the methods set out in Article 84-bis, paragraph 5, letter a), of the Rules for Issuers.

#### *b) Other Directors with strategic responsibilities of the issuer of financial instruments that do not fall into the "small size" category within the meaning of Article 3, paragraph 1, point (f), of Regulation No. 17221 of 12 March 2010, if their overall remuneration (inclusive of both earnings in cash, and compensation based on financial instruments) during the financial year exceeds the highest overall remuneration received by the Board members, members of the governing body or the general managers of the issuer of financial instruments.*

Not applicable: during the financial year, potential Beneficiaries did not include Directors with strategic responsibilities who during the year received overall remuneration exceeding the highest overall remuneration received by members of the Board of Directors and General Managers.

#### *c) Individuals who control the issuer and are either employees of the latter or serve the issuer as outside collaborators.*

Not applicable.

### **1.4 Description and numerical indication of the Beneficiaries, broken down into the categories indicated in point 1.4, letters a), b) and c) of Annex 3A, Layout 7, of the Rules for Issuers.**

#### *a) Directors with strategic responsibilities other than those listed in letter b) of paragraph 1.3*

To date, potential Beneficiaries include the Deputy General Managers, in detail (without prejudice to subsequent changes), the Deputy General Manager Wealth Management, Markets and Products and the Deputy General Manager Commercial Networks, Alternative and Support Channels.

The full indication of actual Beneficiaries identified by the Board of Directors and the other information envisaged in paragraph 1 of Layout 7 of Annex 3A to the Rules for Issuers will be provided according to the methods set out in Article 84-bis, paragraph 5, letter a), of the Rules for Issuers.

b) *Full indication of all the Directors with strategic responsibilities of the issuer falling within the “small size” category within the meaning of Article 3, paragraph 1, point (f), of Regulation No. 17221 of 12 March 2010*

Not applicable.

c) *Of any and all other categories of employees or collaborators for whom differentiated features of the plan are applicable (e.g., managers, executives, office personnel, etc.)*

Not applicable.

## **2. REASONS FOR ADOPTING THE PLAN**

### **2.1 Goals pursued through the assignments made under the Plans**

The Plan, in line with the Circular and applicable regulations, as well as the best practices (including the principles and recommendations of the Corporate Governance Code), intends to pursue the objective of increasing the value of Banca Generali Shares meanwhile aligning, the economic interest of its Beneficiaries to those of all the stakeholders.

The Plan has the following objectives:

- a) to determine a connection with the component of variable remuneration linked to the medium-long term objectives and the value creation for the shareholder, taking into account the Banking Group’s sustainability and the results actually achieved;
- b) to develop the culture of performance in accordance with the Group’s philosophy;
- c) to contribute to the creation of a balanced mix between fixed and variable elements of the Beneficiaries’ remuneration;
- d) to obtain the management’s loyalty at Banking Group’s level.

In particular, the Plan aims to reinforce the link between the remuneration of Beneficiaries and the performance of the Bank and the Banking Group, ensuring consistency with the expected performance according to the Generali Group’s strategic plan.

To achieve these objectives, it was decided to:

- a) pay a component of the variable remuneration in the form of Shares and only at the achievement of specific Objectives;
- b) link the incentive to the Share value resulting from the average price of the Shares in the three months prior to approval, by the Board of Directors, of the draft financial statements and the consolidated financial statements for the previous financial year (based on the mechanism described more in detail under point 2.3);
- c) define a three years’ time vesting period;
- d) provide for specific malus and claw-back clauses.

### **2.2 Key variables, including performance indicators, taken into consideration in making assignments pursuant to incentive plans based on financial instruments**

The Plan provides that the number of Shares actually assigned is directly linked to the achievement of the Banking Group’s Objectives and the Generali Group’s Objectives.

With regard to Banking Group’s Objectives, which influence the determination of 80% of the number of Shares to be assigned to each Beneficiary, these are linked to three objectively measurable parameters, such as:

- a) tangible Return On Equity (tROE), which links net profit with adjusted net equity;

- b) Adjusted Economic Value Added, which expresses value creation by adjusting recurring net profit for cost of capital; and
- c) ESG AUM, i.e., the indicator that measures the ratio of managed assets to assets under management (AUM) of the Undertakings for Collective Investment (UCITS) in the retail segment and to the insurance and financial underlying assets with ESG (Environmental, Social e Governance) rating deemed eligible.

With regard to Generali Group's Objectives, which influence the determination of 20% of the number of Shares to be assigned to each Beneficiary, these are linked to objectively measurable parameters, such as the [Relative Total Shareholder Return that refers to the total return on investment for the shareholders](#), and [Net Holding Cash Flow that refers to net cash flows available in a period at the parent company level](#), to which further specific sustainability indicators or may be added, as specified in further detail in the Report on Remuneration Policy.

For further information on these indicators, reference should be made to the Remuneration Policy for 2022.

At the end of the Plan's three-year period (2022-2024), the Shares will be assigned to the Beneficiaries (without prejudice, in any case, to the provisions set forth in the following points 2.3, 4.6 and 4.8).

### **2.3. Elements underlying the determination of remuneration based on financial instruments, or otherwise, criteria for determining the same.**

The Beneficiaries and the number of Shares that may be assigned to each of them are determined by the Board of Directors at its sole discretion, in compliance with the Circular and the applicable regulations.

Without prejudice to compliance with the Circular and applicable regulations, the maximum number of Shares that can be assigned at the end of the Plan's three-year period (2022-2024) is calculated by dividing the percentage of the annual recurrent gross remuneration of Beneficiaries variable between 87.5% and 175% (based on the role held) and the value of the Share, calculated as the average of three months prior to the approval by the Board of Directors of the draft financial statements and consolidated financial statements of the year before the beginning of the Plan's three year period. The number of Shares may be reduced to a minimum level (which is also calculated as a percentage of the recurring annual gross remuneration of the Beneficiaries), below which no Share shall be assigned.

In keeping with market practice and investors' expectations, the Shares are to be allocated and vest for the Beneficiaries over a total period of seven years, including also the deferral and retention period. The number of Shares to be allocated is directly linked to the level of achievement of the Objectives. In detail, at the end of the three-year period commencing on the date of the launch of the Plan, a final assessment is conducted as to the effective achievement of the established Objectives.

The allocation of the Shares is also contingent on reaching the Banking Group Gates and the Generali Group Gates.

The Shares actually accrued will be allocated according to appropriate criteria established by the Bank in its Remuneration Policies, which currently provide for the following scheme:

- a) at the end of the three-year performance period, allocation of 50% of the Shares accrued on the basis of the results achieved, subject to a lock-up period of 1 (one) year<sup>(1)</sup>;
- b) the remaining 50% of the Shares accrued will be subject to an additional 2 (two) years' deferral, during which the portion accrued may be reduced to zero if the Banking Group Gates set in the Plan are not reached, or if a malus event occurs, and provided that the Relationship with the Banking Group continues as at that date; any Shares allocated will be subject to a lock-up period of 1 (one) year<sup>2</sup>.

In addition, malus and clawback clauses will be applied in the specific cases provided for by the

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<sup>(1)</sup> The Beneficiary may nonetheless alienate only a number of shares equivalent in value to the amount of tax charges borne by the Beneficiary in respect of the assignment.

<sup>(2)</sup> The Beneficiary may nonetheless alienate only a number of shares equivalent in value to the amount of tax charges borne by the Beneficiary in respect of the assignment.

Remuneration Policies.

Moreover, the Bank has the right to grant also to individual Beneficiaries in place of — full or partial — the assignment of Shares, a Cash Settlement (without prejudice to the other relevant terms and conditions applicable for the Plan and the provisions set forth by the Circular), on the basis of a resolution that the Board of Directors (or the delegated body in charge) may take at its sole discretion.

The Bank will request, by means of specific agreements included in the contractual documents that govern the Plan, that Beneficiaries do not use personal or insurance coverage strategies (hedging) that may alter or affect the risk alignment effects implicit in the Plan.

This is without prejudice to the fact that even if the Objectives are met, Banca Generali shall not assign the Shares to the Beneficiaries if the Gates of the Banking Group are not satisfied. Furthermore, Banca Generali shall not assign the portion of Shares subject to the achievement of the Generali Group's Objectives, if the Generali Group's Gate is not reached.

**2.4 Reasons for making assignments under compensation plans based on financial instruments issued by parties other than the Issuer, such as parent companies or subsidiaries of the latter, or even entities that do not belong to the same corporate group as the Issuer; in the case where the aforesaid financial instruments are not traded on regulated markets, information regarding the criteria used to determine the book value of the same**

Not applicable. The Plan does not contemplate the use of the financial instruments in question.

**2.5 Assessments regarding significant tax and accounting implications that informed the definition of the plan**

Not applicable. The Plan is not designed in consideration of any significant tax and/or accounting implications.

**2.6 Support for the Plan, if any, from the special fund for incentivising workers' participation in enterprises, mentioned in Article 4, paragraph 112 of Law No. 350 of 24 December 2003**

Not applicable. The Plan receives no support from the special fund for encouraging workers to participate in enterprises, mentioned in Article 4, paragraph 112 of Law No. 350 of 24 December 2003.

**3. SHARE ASSIGNMENT APPROVAL PROCEDURE AND TIMING**

**3.1 Scope of the powers and functions delegated by the Shareholders' Meeting to the Board of Directors for the purpose of implementing the plan**

The Shareholders' Meeting is called to approve the Plan that provides for the free assignment of Shares to the Beneficiaries by the Board of Directors.

The maximum number of Shares that can be assigned under the Plan is 125,000.

The Shares pertaining to the Plan will be taken from the treasury Shares' supply possibly bought back by the Bank in execution of the Shareholders' authorisations pursuant to Articles 2357 and 2357-ter of the Civil Code.

For this purpose, the Shareholders' Meeting convened to approve the Plan will be invited to approve an authorisation for the purchase and disposal of treasury shares pursuant to Articles 2357 and 2357-ter of the Civil Code.

**3.2 The persons and parties in charge of managing the Plan, and the functions and powers thereof**

Within the limits of applicable laws and regulations, the Board of Directors may delegate its powers to the Chief Executive Officer or to another Director/other Directors, with the support of the Human Resources Department, and/or grant specific powers to perform one or more of the activities relating to the management of the Plan.

**3.3 Procedures, if any, for revising the Plan, especially in light of changes in the underlying targets.**

In the first year of the Plan, the Board of Directors defines and establishes the Objectives, which are

constantly kept consistent with the long-term objectives and strategies adopted by the Bank, the Banking Group and the Generali Group.

It should be noted that the Board of Directors can amend and integrate the Plan's structure, the Plan's Rules subsequently issued and/or the Participation Forms, autonomously and without any further approval by the Shareholders' Meeting, all in accordance with the Remuneration Policies (as temporarily exempted pursuant to Article 123-ter of TUF, if applied). In addition to any specific amendments and adjustments expressly provided for by this document or in any event allowed by law as described here under, these amendments and integrations (including also the early assignment of Shares or the elimination or modification of any restriction) are those deemed necessary or appropriate as a consequence of extraordinary factors that may affect the Shares, Banca Generali, the Banking Group, the Generali Group, the Plan and/or the Objectives (including, by way of example and without limitation, extraordinary transactions regarding Banca Generali and/or the Banking Group and/or the Generali Group, capital transactions, regulatory changes or changes to the remuneration policies, provisions or recommendations of supervisory authorities, changes to the scope of the Banking Group and/or the Generali Group, takeover bids or public tender offer of exchange, changes in control, compliance with specific industry regulations or international regulations applicable to each individual Banking Group company, relevant changes to the macroeconomic conditions, changes to the international monetary policy, or changes to long-term strategic plans), in order to maintain unchanged — on a discretionary basis and in any event to the extent permitted by applicable law in force from time to time and in compliance with the Remuneration Policies— the Plan's substantive and financial aspects.

The Board of Directors may also bring the Plan provisions, where necessary and/or appropriate, into line with applicable Italian and international regulations, should one or more Plan clauses be incompatible with and /or contrary to them.

In addition, in the event of high market discontinuity (e.g., due to relevant changes to the macroeconomic conditions or a worsening of the financial context), the Board of Directors — within the remuneration governance processes and in any event to the extent permitted by applicable law in force from time to time and in compliance with the Remuneration Policies — may review the overall consistency and propriety of the incentive systems, including the Plan, through the implementation of the necessary correction measures, including and with particular reference to the relevant measurement metrics and modalities, in that they are instrumental to maintain unchanged — to the extent permitted by applicable law in force from time to time and without prejudice to the general principles of the Remuneration Policies — the Plan's substantive and financial aspects (so-called "Clause on Adverse Changes to Conditions").

#### **3.4 Description of the procedures for determining the availability and assignment of the financial instruments underlying the plans**

In order to guarantee greater flexibility, the Shares free assignment in implementing the Plan will be obtained through Treasury Shares deriving from buy-backs authorised by the Shareholders' Meeting, pursuant to Articles 2357 and 2357-ter of the Civil Code.

#### **3.5 Role played by each director in determining the characteristics of the plans; any conflicts of interest experienced by the directors in question**

The potential Plan Beneficiaries include (without prejudice to future changes and conditional upon any Board of Directors' decision) Chief Executive Officer and General Manager. The Board resolution assigning the Shares will be passed in accordance with the provisions of Article 2391 of the Civil Code and, to the extent applicable, Article 2389 of the Civil Code and Article 53, paragraph 4, of TUB.

#### **3.6 For the intents and purposes of the requirements imposed under Article 84-bis, paragraph 1, of the Rules for Issuers the date of the decision adopted by the relevant corporate body to submit the plans to the Shareholders' Meeting for approval, as well as the date of the recommendations, if any, put forward by the Remuneration Committee, if appointed**

On 16 March 2022, the Remuneration Committee examined the Plan, expressed a favourable opinion and resolved to submit it for the approval of the Board of Directors.

On 18 March 2022, following the favourable opinion from the Remuneration Committee, the Board of

Directors resolved to approve the proposed Plan and submit it for the approval of the Shareholders' Meeting.

**3.7 For the intents and purposes of the requirements imposed under Article 84-bis, paragraph 5, subparagraph (a) of the Rules for Issuers the date on which the relevant corporate body approved the decision regarding the assignment of the financial instruments, as well as the date of the recommendations, if any, put forward by the Remuneration Committee, if appointed.**

The publication of the Notice of Calling of the Shareholders' Meeting convened to approve the Plan is scheduled by 21 March 2022.

Shares assignment is subject to Board of Directors' resolution, after having verified the level of satisfaction of the Objectives (as detailed in point 2.2 above).

The information required in this respect by Article 84-bis, paragraph 5, letter a), of the Rules for Issuers (or otherwise in accordance with applicable laws and regulations applicable from time to time) but not currently available will be provided in accordance with applicable legislation.

**3.8 The market price recorded on the aforesaid dates, in respect of the financial instruments on which the plans are based, in the event the said financial instruments are traded on regulated markets.**

The price of reference of the Shares on the electronic share market (MTA) organised and managed by Borsa Italiana S.p.A. at the end of the market session on the date on the date of approval of the proposal by the Board of Directors was 33,141 euros.

**3.9 In the case of plans based on financial instruments traded on regulated markets, the deadlines and procedures pursuant to which the Issuer takes account, in determining the timetable of the assignments made in implementation of the plan, the possible simultaneousness of: (i) said assignment or any decisions made in this regard by the Remuneration Committee; and (ii) the circulation of any relevant information pursuant to Article 17 of Regulation (EU) No 596/2014; for example, if such information: a) is not yet in the public domain and may positively affect market prices, or (b) has already been published and is liable to negatively affect market prices.**

The proposal for the Shareholders' Meeting concerning the adoption of the Plan was approved by the Board of Directors during the meeting of 18 March 2022.

The draft 2021 Financial Statements was approved by the Board of Directors during its meeting of 9 March 2022 and will be submitted for the approval of the ordinary General Shareholders' Meeting convened on 21 April 2022 (first call) and, if need be, on 22 April 2022 (second call), also called to approve the Plan.

The Shareholders' Meeting that approves the Plan will not be aware of the consolidated results of the first quarter of the current year, since they will not be available at the scheduled date of the meeting.

Decisions concerning the timing of assignment of the Shares will be taken by the Board of Directors with the non-binding prior opinion of the Remuneration Committee.

Shares will not be assigned immediately, but only when the performance Objectives have been achieved and within the terms and in the manner described in point 2.3 above. The assignment procedure thereof shall, in any event, comply both with the disclosure obligations to which the Bank is subject, so as to provide transparent and equal information to the market, and with the procedures adopted by Banca Generali.

The potential Beneficiaries of the Plan include individual subject to the obligations imposed under internal dealing regulations laid down by Regulation (EU) No. 596/2014 of 16 April 2014 (and related implementing provisions), TUF and the Rules for Issuers. Should the conditions indicated in the aforementioned regulations be met, these individuals are required to make timely disclosure to the market of any and all significant transactions effected on the Shares, pursuant to the above-mentioned regulations.

In addition to the foregoing, the potential Beneficiaries shall comply with the provisions governing the abuse of inside information or market manipulation laid down in Regulation (EU) No. 596/2014 and the provisions set forth in the Bank's "*Code for Handling Relevant and Inside Information*", to which

reference is made.

#### **4. FEATURES OF THE INSTRUMENTS ASSIGNED**

##### **4.1 Description of how the share-based remuneration plans are structured; specify, for instance, whether or not the plan is based on the assignment of: restricted stock; phantom stock; option grants; stock options or stock appreciation rights**

The Beneficiaries of the Plan are entitled to Shares in the form of restricted stock.

##### **4.2 Specification of the period of actual implementation of the Plan, with an indication of any other cycles that might be contemplated**

The Plan is implemented at its Date of Approval.

The Plan has a three-year performance period (2022-2024) and an additional deferral period for the assignment of the Shares. In addition, the Plan also envisages a restriction period on the Shares assigned, as described in this Information Document (see in particular point 4.6 below).

##### **4.3 Term of the plan**

The effective period of the Plan shall run from the Date of Approval until the end of the Plan's deferral period.

##### **4.4 The maximum number of financial instruments, including in the form of options, assigned during each tax year, to the persons specified by name or falling within the specified categories**

The maximum number of Shares that may be assigned to the Beneficiaries of the Plan is 125,000.

The number of Shares that can be assigned to each Beneficiary is determined by the Board of Directors.

The actual number of Shares to be assigned to each Beneficiary will depend on the level of achievement of the Objectives.

The Shares' assignment will take place only at the end of the Plan's three-year period (2022-2024), i.e., at the end of the additional deferral period.

Information on the Shares assigned during the implementation of the Plan shall be provided pursuant to Article 84-*bis*, paragraph 5(a), of the Rules for Issuers.

##### **4.5 Implementing provisions and procedures of the Plan, indicating if the assignment of financial instruments is subject to the satisfaction of conditions precedent or the attainment of specific results, including in terms of performance; description of the said conditions precedent and results**

Information on these matters is provided in points 2.2 and 2.3 above.

##### **4.6 Indication of any retention period for instruments assigned or financial instruments resulting from the exercise of options, with particular regard to the period within which subsequent transfers to the company or third parties are permitted or restricted**

The Shares assigned to the Beneficiaries will be subject to a one-year lock-up commencing on the date of assignment <sup>(3)</sup>.

This is without prejudice to a different determination of the Board of Directors that is more favourable for Beneficiaries and the provisions set forth in the Circular and applicable regulations.

The lock-up period will begin on the date on which the Shares are registered on the current account in the name of the Beneficiaries at the Plan Administrator.

After the expiry date of the periods in which shares are locked up, as described above, further lock-up periods may be applied to Shares (pursuant to subsequent resolutions by the Board of Directors), in compliance with the principles and recommendations of the Corporate Governance Code.

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<sup>(3)</sup> The Beneficiary may nonetheless alienate only a number of Shares equivalent in value to the amount of tax charges borne by the Beneficiary in respect of the assignment.

These Shares shall not be transferred to third-parties – and therefore may not be sold, assigned, exchanged, carried forward, or otherwise be transferred to any living person – until the end of the above-mentioned time periods, unless authorised by the Board of Directors, which may also order the Shares to remain in custody.

In the event of termination of the Professional Relationship, the Board of Directors may redefine, without prejudice to compliance with the Circular and the applicable regulations, the terms and conditions of all of the above-mentioned lock-up periods, possibly also considering the overall remuneration of the interested Beneficiary, or also by referring to Shares granted in execution of other incentive plans.

**4.7 Description of any and all conditions pertaining to the assignment of the options in the event the recipients effect hedging transactions aimed at circumventing restrictions imposed on the transferability of the assigned financial instruments, including in the form of options, or of the financial instruments subject to subscription pursuant to the exercise of the said options**

In the event of violation of the ban on hedging (as per point 2.3 above) by a Beneficiary, the Board of Directors will evaluate the adoption of the measures deemed most appropriate, including forfeiture of the Beneficiary's entitlement to receive the Shares.

**4.8 Description of the effects arising from termination of the work relationship**

Termination of the Professional Relationship before Banca Generali has received the Participation Form from the potential Beneficiary duly signed for acceptance or before the expiry of the Plan's three-year period (2022-2024) shall entail the potential Beneficiaries' forfeiture of entitlement to receive the Shares upon the occurrence of the conditions described above.

In the event that the pension requirements are fully met or in case of death or disability with the right to receive a disability pension which entails the termination of the Professional Relationship, and if such events occur after the first year of the Plan's three-year period), the Beneficiaries, or the respective heirs in the event of death, may retain the right to receive the Shares, under the terms and conditions described above, proportionately to the duration of the Professional Relationship with respect to the duration of the Plan's three-year period.

In all cases of termination of the Professional Relationship other than those described above, the potential Beneficiaries shall lose their entitlement, as well as the future chance to receive Shares upon the fulfilment of the conditions described above.

As a partial departure from the foregoing, if the Professional Relationship has a defined term and an expiry period prior to the expiry of the Plan's three-year period, the Beneficiaries for whom the expiry of the Professional Relationship occurs after the first year of the Plan's three-year period shall retain the right to receive Shares, in accordance with the terms and conditions described above, proportionately to the duration of the Professional Relationship with respect to the duration of the Plan's three-year period.

If a Banking Group's company ceases to be part thereof, the Professional Relationship shall be considered as terminated for the purposes of the Plan on the date on which such event occurs. However, Beneficiaries for whom such event occurs after the first year of the Plan's three-year period maintain the right to receive the Shares, in accordance with the terms and conditions described above, proportionately to the duration of their company's membership of the Banking Group with regard to the duration of the Plan's three-year period.

Finally, if the Professional Relationship with Banca Generali or a Banking Group's company is transferred to another company of the Banking Group or Generali Group and/or in the case of termination of the Professional Relationship and concurrent creation of a new Professional Relationship within the Banking Group, the Beneficiary will retain, *mutatis mutandis*, any and all rights possessed under the Plan and in accordance with the Participation Form.

In the event of termination of the Professional Relationship after the end of the three-year performance period, but before the end of the additional deferral period, Beneficiaries:

- a) shall retain their right to keep the Shares already awarded, even if still subject to lock-up restrictions;



- b) shall forfeit the right to receive the Shares not yet awarded, except for specific cases of termination of professional Relationship, such as death, permanent disability, retirement, dismissal by the company for objective/organisational reasons, consensual termination and/or other contractually predetermined cases.

The Board of Directors may amend the aforementioned terms, without prejudice to compliance with the Circular and the applicable regulations and in a way that is more favourable for the Beneficiaries, possibly also considering the overall remuneration of the Beneficiary concerned or also with reference to Shares granted in execution of other incentive plans.

**4.9 Other possible reasons for which the plan may be cancelled**

No other reasons for which the Plan may be cancelled are envisaged.

**4.10 The reasons for the inclusion of provisions, if any, allowing the company to “redeem” the financial instruments covered under the plans, pursuant to Article 2357 et seqq. of the Civil Code; the beneficiaries of the redemption, indicating if the same applies only to specific categories of employees; the repercussions of the termination of the Professional Relationship on the said redemption.**

Not applicable. The Bank does not envisage the redemption of any of the Shares covering the Plan.

**4.11 Any and all loans and other facilities made available for buying-back the shares, within the meaning of Article 2358 of the Civil Code.**

Not applicable. No loans or other facilities have been made available for the buy-back of the Shares within the meaning of Article 2358 of the Civil Code.

**4.12 The company’s expected liability exposure as at the date of the assignment in question, as estimated in light of the already established terms and conditions, providing a breakdown of the overall liability exposure in question by type of security covered under the Plan**

The Plan expense is equal to the sum of the real cost of each of the Plan’s three-year period (2022-2024), calculated as the fair value of the entitlement to receive Shares (calculated as at the grant date) multiplied by the estimated number of rights to be granted at the end of the Plan’s three-year period.

The cost will be distributed on a pro-rated basis over the vesting period as a cross-entry to the appropriate equity reserve. The cost will be updated at the end of each year if the number of rights that it is estimated will be attributed at the end of the three-year period has changed.

**4.13 Description of any dilutive impact the compensation plans may exert on the Share capital**

Not applicable.

**4.14 Restrictions, if any, imposed on dividend entitlements and the exercise of voting rights**

Not applicable.

**4.15 If the shares are not traded on regulated markets, any and all information useful for a full assessment of their value**

Not applicable.

**4.16 Number of financial instruments underlying each option**

Not applicable.

**4.17 Expiry of the options**

Not applicable.

**4.18 Procedures (American/European), deadlines (for instance, exercise periods), and exercise clauses (such as knock-in and knock-out clauses)**

Not applicable.

**4.19 Strike price of the option or methods and criteria for determining the strike price, with particular regard to: a) the formula for calculating the strike price on the basis of a given market price (fair market value); and b) the methods for determining the market price of reference for determining the strike price**

Not applicable.

**4.20 If the strike price departs from the fair market value determined pursuant to the procedures set forth in point 4.19.b above (fair market value), the reasons for such departure**

Not applicable.

**4.21 Grounds for applying different strike prices to various Beneficiaries or categories of Beneficiaries**

Not applicable.

**4.22 If the financial instruments underlying the options cannot be traded on regulated markets, indication of the value attributable to the underlying financial instruments or of the criteria for determining the same**

Not applicable.

**4.23 Criteria for carrying out the adjustments required in light of extraordinary capital and other transactions entailing changes in the number of the underlying securities (capital increases, extraordinary dividend distributions, splits and reverse-splits of the underlying Shares, mergers and de-mergers, transactions entailing changes in the Share category of the underlying Shares, etc.)**

See point 3.3 above.

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*The disclosures required under Section 1 of Frame 1 of Table 1 of Layout 7 of Annex 3A to the Rules for Issuers, as well as under Article 84-bis, paragraph 5, of the Rules for Issuers, with regard to incentive plans under way, are available for consultation on the Bank's website at [www.bancagenerali.com](http://www.bancagenerali.com).*

*The disclosures required under Section 2 of Frame 1 of Table 1 of Layout 7 of Annex 3A to the Rules for Issuers, as well as under Article 84-bis, paragraph 5, of the Rules for Issuers, shall be made available by the deadlines and in the manner and form specified in the aforesaid Article 84-bis, paragraph 5, of the Rules for Issuers.*