

To be the No. 1 private bank, unique by value of service, innovation and sustainability

Banca Generali in a nutshell

ESG framework

ESG strategy and commitment





BANCA GENERALI AT A GLANCE

Banca Generali stands apart within the Italian finance sector for the role played in the financial advisory and wealth planning services

One of the fastest-growing asset gatherers in Europe¹ and the third player in the **Private Banking space** in Italy²

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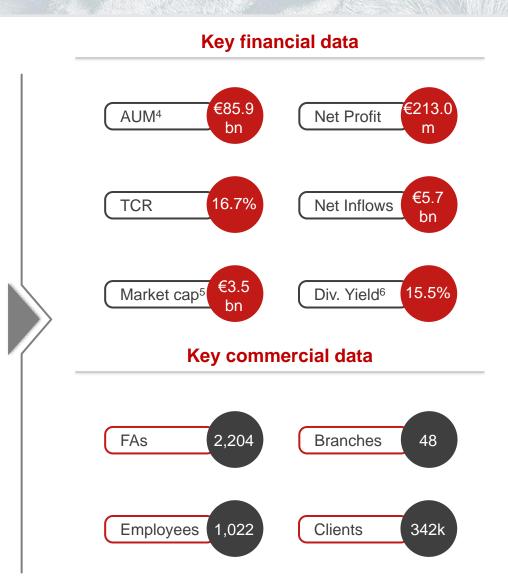
Capital-light business model, leveraging on a Network of more than 2,000 Financial Advisors ranked at the top of the industry³ by quality and productivity



Open-architecture model with >5,200 investment products offered to >300k clients with a focus on Private & HNWI segments



Listed on the **Italian Stock Exchange** since November 2006 and **owned by Assicurazioni Generali** with a stake of 50.2%





OUR ESG AMBITION



Vision

To be the **No. 1 private bank**, unique by **Value** of Service, Innovation and Sustainability





Trusted professionals always by the **Customers' side**, developing and looking after their life plans



Purpose

To protect and **improve the lives of people** and businesses by enhancing the **management of their assets and savings**



To be the ESG reference point for all our Stakeholders



OUR ESG JOURNEY AND MAIN ACHIEVEMENTS

2018 2020 2021 2022 2023 2009 - 2012 2013 - 2016 2017 2019 **First** Oscar for Heightened 400 BG **COVID** response: 2019-2021 New 2022-2024 Acquisition of a Aligning sustainability financial Sustainability employees 92% of employees **Business Plan** corporate **ESG Strategy** 9.8% interest in the report published focus of the transfered to reporting won in working from home with an increased policies in all **ESG** rating and in 2009 2013 for the Hadid Tower. within 2 weeks. Nomination, focus on management advisory company 100% business Governance & reducing energy transparency and sustainability committees **MainStreet** quality of the **Sustainability** consumption continuity **Partners ESG training** for economic, social **Board Committee** Launch SDGs Responsible all employees and and MAINSTREET aligned Investment **ESG** upskilling environmental Launch of new FA **Training &** strategy: finance, investing for specific **Innovation Hub** accounting training plaform 雅 * 2 1 investment & Continuation of the functions and **BGLab** banking **ESG** training the BoD SUSTAINABLE DEVELOPMENT programme, **G**ALS In support of involving Banca Sustainability Report 2009 Signatory of: Generali **WOMEN'S** 15... 2 ... 3 ... 4 http://www.miles.com/ **EMPOWERMENT** subsidiaries as **BG LAb** · · PRINCIPLES well GENERALI Established by UN Women and the TRAINING&INNOVATION **AWARENESS FIRST STEPS INTEGRATION ENABLER** STRATEGIC DRIVER

EVOLVING ROLE OF SUSTAINABILITY



To be the No. 1 private bank, unique by value of service, innovation and sustainability

Banca Generali in a nutshell

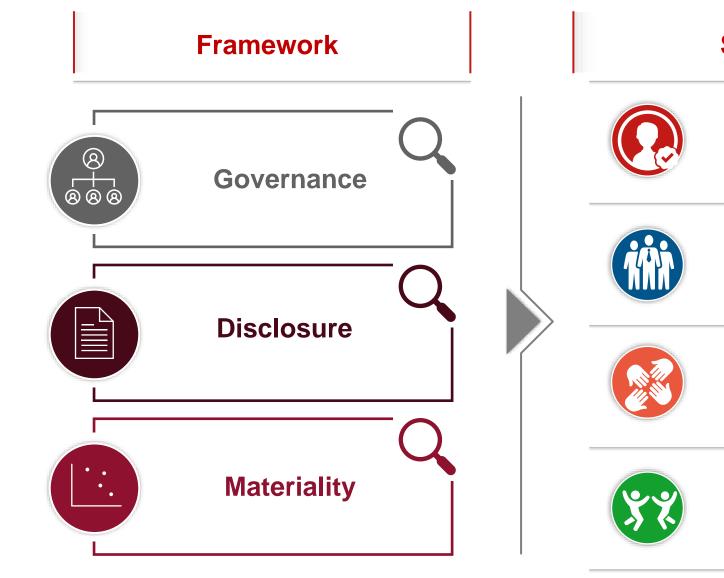
ESG framework

ESG strategy and commitment





OUR SUSTAINABILITY FRAMEWORK



Sustainability Strategy

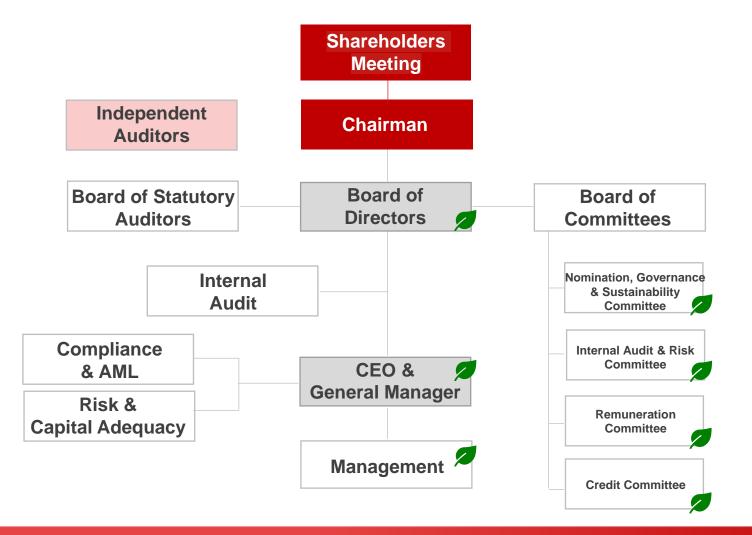
Clients & FAs

Shareholders & Authorities

Employees

Community & Future Generations

Corporate Governance



Focus on Board of Directors

- Agile structure: 9 members, of which 1 executive (CEO only)
- > 56% independent Board members
- 44% female representation
- Split roles for Chair and CEO
- 95% average Board meeting attendance
- International profiles and leading roles

Oversight and Implementation of Sustainability



Hybrid organisational model¹

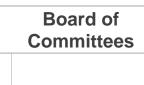
ESG initiatives delivered throughout various bank departments and across the Group, coordinated by a dedicated structure - Banking Group Sustainability - within the General Counsel and Sustainability Area

Sets

ESG strategy

Board of Directors

Advise on ESG matters



Nomination, Governance & Sustainability Committee

Internal Audit & Risk Committee

> Remuneration Committee

> > Credit Committee

Implement ESG strategy

Executive Committee

Banking Group Sustainability

Sustainable Governance milestones

General Counsel and SustainabilityArea responsible for sustainabilitymatters

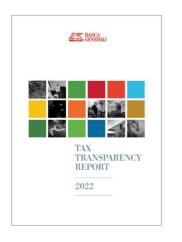
Sustainability integrated in theManaging Committee and in all BoardCommittees

Articles of Association integrated to expressly acknowledge the consideration by the Board of Directors of sustainable development when defining corporate strategies

Key reports

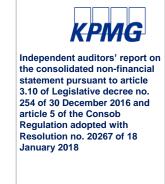












Key documents and policies



Corporate governance



- Rules of the Board of Statutory Auditors
- Internal Code of Conduct



Responsible Investment



- Responsible Investment Policies
 - Portfolio management services;
 - Financial Advice services;
 - o Proprietary Portfolio management;
 - Loans



Sustainability



- Sustainability Policy
- Charter of Sustainability Commitments
- Policy for the Environment and Climate



Other policies

- Security Policy
- Personal Data Protection Policy
- AML/CTF Policy
- Whistleblowing Process

ALL AVAILABLE ON OUR CORPORATE WEBSITE



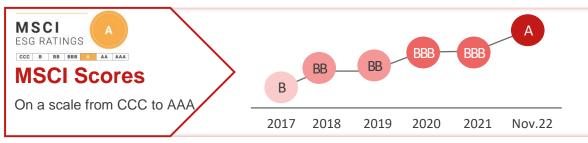
OUR ESG RATINGS

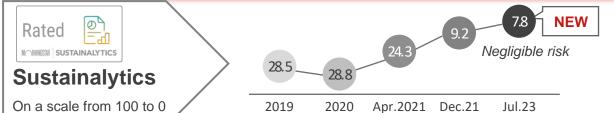
TRENDS & MAIN IMPROVEMENTS

Disclosure

Materiality

Key ratings









Main take-aways

- Rating revised upwards from BBB to A in 2022
- Rating **steadily improved** over the past 5 years
- Areas of governance, education and focus on sustainability seen at excellent levels
- ESG risk score lowered from 9.2 to 7.8 Negligible risk in July 2023



First place in the world ranking for the Asset Management and Custody Services subindustry



- Overall ESG Score updated from 60 to 62/100 **- Advanced** in 2022
- Inclusion in the MIB ESG Index confirmed
- Rating upgraded from EE (Strong) to EE+ (Very Strong), on a scale from EEE to F in 2022

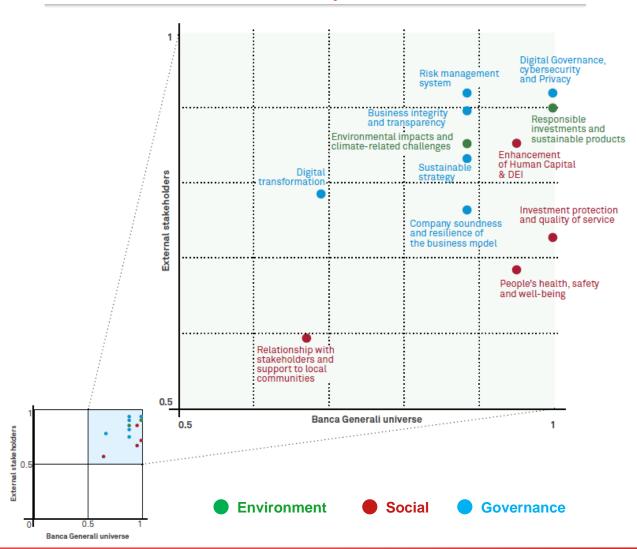


12-month outlook confirmed stable



On a scale from F to EEE

Materiality matrix



Key take-aways

- The 2022 materiality analysis led to the definition of a set of 12 topics based on the vision of stakeholders inside and outside the Bank Universe
- In particular, the **key topics** identified by the Banca Generali Universe are:
 - investment protection
 - service quality
 - environmental aspects
 - development of sustainable products
- Among material topics, **cybersecurity** is increasingly relevant to both internal and external stakeholders
- Compared to the 2021 matrix, a new topic was introduced, namely digital transformation

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BANCA GENERALI'S 2022-24 STRATEGIC PLAN

KEY PILLARS AND TARGETS

The 2022-24 Strategic Plan aims to take Banca Generali Growth to the next level, building on our vision:

To be the no. 1 private bank, unique by Value of service, Innovation and Sustainability.

Pillars Main targets Managed solutions Assets under Advisory Value of service on Total Assets on Total Assets Bring the Bank even closer to the FA network and Clients 52%-56% by 2024 8.5%-10.5% by 2024 Operating Costs / Digital investments **Innovation Total Assets** 2022-2024 Continue to build a data-driven, digital and open bank ≤ 28 bps by 2024 c. €40m ESG AUM on Net zero emissions Sustainability managed solutions Be the ESG reference point for all our Stakeholders By 2040 >40% by 2024

FOCUS ON THIRD PILLAR: SUSTAINABILITY

BUILDING OUR SUSTAINABILITY PATHWAY ALONGSIDE WITH OUR MAIN STAKEHOLDERS

3rd Pillar



Sustainability

Be the ESG reference point for all our Stakeholders



Clients & FAs

Enhance our ESG offering and strengthen ESG know-how of FAs









Shareholders & Authorities

Reinforce transparency on BG ESG strategies







Employees

Further foster diversity & inclusion and work-life balance









Community & Future Generations

Climate protection and fight poverty and social exclusion











CLIENTS AND FAS

ENHANCE OUR ESG OFFERING AND STRENGTHEN ESG KNOW-HOW OF FAS



Stakeholder

Banca Generali's main initiatives

Targets

Clients & Financial Advisors

- ESG solutions increased to €14.1bn¹ (equal to 33.7% of managed solutions)
- 69% of clients² who have already answered Mifid questionnaire with high interest for ESG investments
- Commercial approach based on our proprietary ESG platform
- Strong training programme for Financial Advisors with a particular focus on ESG and younger talents
- Collaboration with MIP³ aimed at achieving ESG EFPA certification

>40%

% ESG AUM on managed solutions

>50%

% Financial Advisors with advanced know-how of ESG or with EFPA ESG certification

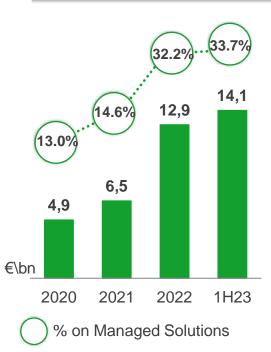
>90%

% Financial Advisors taking part in annual training on ESG topics
[By 2024]

OUR SUSTAINABLE OFFERSTEADY GROWTH IN ESG ASSETS



ESG AUM¹



New and larger scope from end 2022, following the introduction of the MIFID-ESG regulation and encompassing about 800 strategies whereas previous scope referred only to those ESG funds included in the BGPP platform² (about 260 strategies).

ESG assets are defined as follows:

- I) art.8/9 SFDR products and II) art.8/9 SFDR funds underlying wrapper solutions which are not labelled as art.8 and art.9
- with ESG rating ≥3

Proprietary funds ESG rating provided by our partner Mainstreet based on three pillars:



Our ESG offering



38 sub-funds art. 8 and art.9 with strong integration of ESG factors and/or specific thematic features



3 sub-funds with strong integration of ESG factors and/or specific thematic features



BG SOLUTION 7 investment lines art.8



Sustainability-oriented insurance wrapper investing in three internal thematic funds: People, Planet & Digital Transformation



OICR

~400 external funds art.8 and art.9







OUR ESG DEDICATED PLATFORM

A SUPPORT FOR FINANCIAL ADVISORS IN BUILDING UP ESG PORTFOLIOS



ESG platform

Distinctive features



- BG Personal Portfolio (BGPP) is our ESG dedicated platform allowing for a unique investment choice aligned to the 17 UN **SDGs**
- In 2022 the platform was enriched with new features related to portfolio search and optimization



Bespoke selection of ESG funds based on ESG performance





Reported impact of funds and portfolios according to Banca Generali metrics model

BG Personal Portfolio contribution metrics



Pollution reduction



Water saved



Recycled waste



Use of natural resources



Patients at risk



Healthy food



Working environment protection



Child labor



Support to local communities



Gender equality



Indipendent **Board members**



Anti-corruption

Environmental

Social

Governance



OUR FA NETWORKKEY FEATURES AND TRAINING



Top ranking FA network...



2,204 financial advisors

+1.9% since 2021



155 customers per FA

+2 since 2021



Male 80% Female 20%



€37.3m avg. AuM per FA

+€13.3m vs. market avg



61h average training hours by FAs

...powered by high-quality training

Managerial & relationship training aimed at developing the skills and behaviour that set our distribution network apart from the rest of the market



Focus on young talents

 BG New Generation: dedicated to new recruits, aimed at learning about BG tools to strengthen relational skills & sales competencies

Technical & commercial training taking account of the customers' evolving needs over time and the regulatory developments



Focus on ESG topics



- Annual training on ESG topics: focused on ESG regulatory updates, responsible investments and the 17 UN SDGs. In 2022, 100% of FAs was involved in this training
- **ESG advanced training:** course carried out with MIP¹ and aimed at achieving EFPA ESG Advisor certification, together with training sessions on sustainable finance. As of 31.12.2022, **23% of FAs** took part in this training



SHAREHOLDERS & AUTHORITIES

REINFORCE TRANSPARENCY ON BG ESG STRATEGIES



Stakeholder

Banca Generali's main initiatives

Targets

Shareholders & Authorities

- Signatory of PRI
- ESG factors incorporated into risk management framework
- ESG factors assessments embedded in all corporate committees' discussions
- Responsible investment policy applicable to investments, finance and lending
- Definition of an Active Ownership strategy underway

Increase ESG disclosure through reporting framework

Becoming a signatory of:





[...]

Ongoing engagement of **Stakeholders**, keeping communication open **to best meet investors' demands**

[By 2024]



MEMBERSHIP TO THE UN PRI

OUR COMMITMENT TOWARDS RESPONSIBLE INVESTMENTS



Our adherence to the UN PRI...

...based on solid foundations

In December 2022 Banca Generali became a signatory of the **UN PRI** as:

- Investment Manager
- Single consolidated group, including in its scope of disclosure:
 - Banca Generali
 - BG Fund Management Luxemburg
 - BG Valeur

- Adopting a **Responsible Investment Policy**, outlining in detail the Group's responsible investment approach and covering at least 50% of AUM. It applies in fact to **100%** of our assets under management
- 2 Internal/external staff in charge of implementing the Policy: CEO and Nomination, Governance and Sustainability Committee
- Setting up an adequate **senior-level commitment and accountability mechanisms** for implementing the responsible investment policy

Signatory of:



Financial Year 2023: Banca Generali's first transparency report



EUROPEAN TAXONOMY

BANCA GENERALI DISCLOSURE ON TAXONOMY - ELIGIBLE ACTIVITIES

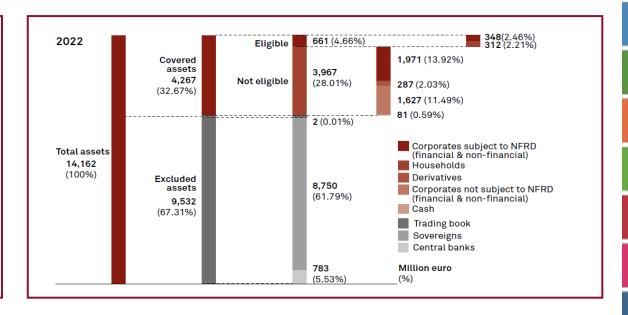


Mandatory disclosure for reporting year 2022 based on actual, complete and comparable data (without the use of proxies or estimates), relating to Proprietary Portfolio and Loan Portfolio

2022 Key figures

Taxonomy-eligible activity indicators	Description	2022
Portion of exposures in taxonomy-eligible activities	·	
	Eligible activities over total assets	4.66 %
Portion of exposures in taxonomy-non-eligible activities	Non-eligible activities over covered assets	85.73 %
	Non-eligible activities over total assets	28.01 %

> 2022 Results graphical representation



Financial Year 2023 annual reporting:
Taxonomy-aligned economic activities + Green Asset Ratio

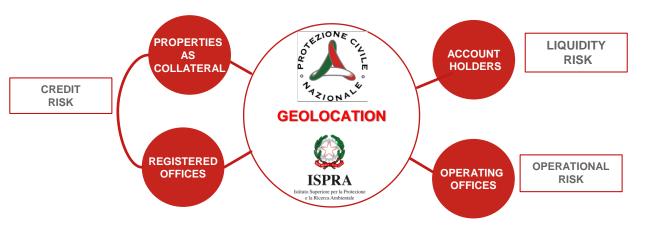


ESG RISK GOVERNANCE FOCUS ON CLIMATE RISK



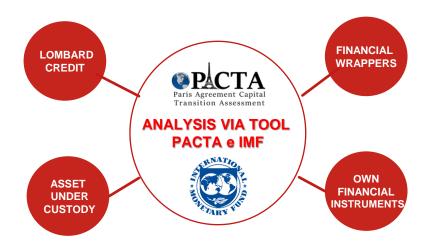
Banca Generali has incorporated ESG risk management factors into its market, operational, reputational, strategic and credit Risk Policies with the approval of the Board of Director and has integrated its Risk Appetite Framework with specific ESG Key Risk Indicators. In particular, with regard to climate risks, quantitative analyses were carried out on the materiality of physical and transition risks:

EXPOSURE TO PHISICAL RISKS (flood and landslides)



Assessment developed through **geolocation data** of **real estate assets** aimed at identifying **the degree of Banca Generali hydrogeological hazard**

EXPOSURE TO CLIMATE TRANSITION RISKS



Assessment aimed at understanding the **alignment of analysed portfolios by climate-relevant sectors** and
identifying **exposure to risks** associated with a disorderly
transition to a low-carbon economy

Results The analysis of Banca Generali's exposure to physical and transition risk highlighted the **non-materiality** of these risks and their impact on the assessment of risks traditionally considered by the Bank



CREATING VALUE FOR OUR PEOPLE



Stakeholder

Banca Generali's main initiatives

Targets

- New People Strategy based on four pillars:
 - o Culture
 - Diversity, Equity & Inclusion
 - Skills
 - Organization
- Focus on DE&I: valuing diversity by ensuring inclusion and equal opportunities in the working environment (DE&I)
- Focus on Training: percentage of employees involved in digital and/or sustainability initiatives in line with the three-year target of 70%
- Variable management remuneration linked to ESG results

50%

New hires under 35

70%

Employees involved in projects on digital transformation and sustainability impact

100%

Of employees eligible in hybrid work¹

[By 2024]

Employees

OUR PEOPLEKEY FEATURES AND TRAINING



The growth of our people...



1,022 people +3.7% vs. 2021



Italy 93% Abroad 7%



Male 51% Female 49%



>60% new hirings under 35



Senior Managers 7% Middle Managers 35% Employee 58%

...Fostered by investments in technical and digital skills



ESG awareness programme 2022/23

- ESG training for all employees through "Banca Generali and Sustainability" course
- **ESG upskilling** for specific functions with a focus on sustainable finance, ESG risk and green bonds

46% of employees trained on ESG topics



Digital Minds programme 2022/2024

- Digital and Innovation Transformation Programme involving all employees
- Focused on six main competencies: Al, blockchain, cyber security, advanced analytics, fintech, experience design

99% of employees trained on digital topics



Anti-Money Laundering
Banking Transparency
Regulatory /Safety Training

Privacy and Market Abuse

Cyber-Security

Behavioural skills



FOCUS ON DIVERSITY, EQUITY AND INCLUSION

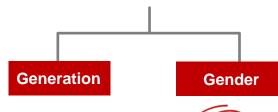
AT THE CORE OF THE NEW PEOPLE STRATEGY





Diversity

Our initiatives focused on **two main priorities:**













WOMEN'S EMPOWERMENT PRINCIPLES

In support of

We are also signatories of the **Charter "Donne in Banca: valorizzare la diversità di genere"** (Women in Bank: enhancing gender diversity) promoted by the **Italian Banking Association** (ABI).



Equity

Our ongoing **commitment to mitigate the pay gap** is reflected in an integrated approach on remuneration policies and broader initiatives.

To ensure the **neutrality of remuneration**policies, with the support of the
Remuneration Committee, Banca Generali's
Board of Directors analyses the genderneutrality of remuneration policies and
verifies the gender pay gap and its
performance over time.



In this regard, we support the Generali Group in structurally reducing the **Gender Pay Gap** and supporting our ambition to achieve an **Equal Pay Gap** towards zero in the 2022-2024



Inclusion

Spreading an **inclusive culture** is a key element of our DE&I strategy and translates into:

- Training path and managerial discussion on Inclusive Leadership and Next Normal
- Employees listening initiatives
- Well-being and work-life balance initiatives
- Annual compulsory training on the fundamental rules of conduct as enshrined in the Internal Code of Conduct
- Embrace Your Abilities | Be All Of You initiative

Zero confirmed episodes of discrimination in 2022



REMUNERATION POLICY

REMUNERATION ALIGNED WITH SUSTAINABILITY STRATEGY



Short-Term Incentive

Long-term Incentive

LTI

People Value



Key People retention



Upskilling training initiatives



Diversity, Equity & Inclusion



Group Performance Management



Digital Minds Programme



Global Pulse Survey

Sustainability Commitment

Sustainable **products**; increasing AUM of ESG solutions

Sustainable **processes**; for customers and investible assets

Sustainable **plans**;

Planning our roadmap for engagement across a range of ESG issues

Sustainable **people**;

Advanced ESG training for FA network



of which 20% ESG

Targets relating to % of ESG AUM ranging from <27% to ≥37% of total solutions



of which 20% ESG

Targets relating to CO₂ Emissions Reduction Target for Group Operations & % of Women managers

Remuneration highlights



1:1 Ratio of variable to fixed remuneration, with 2:1 for specific individual company personnel



Robust Malus and Claw-back mechanisms



At least 175% maximum paid in shares bonus compared to gross annual remuneration for Top Managers



Adhesion to We SHARE 2.0, Generali Group's emissions-tied employee share plan



COMMUNITY & FUTURE GENERATIONS

CLIMATE PROTECTION AND SOCIAL INITIATIVES

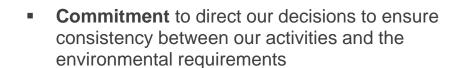


Stakeholder

Banca Generali's main initiatives

Targets

Community & Future Generations



- 100% of electrical power from renewable sources
- Total GHG emissions -18% vs 2019
- Investment carbon footprint -42% vs 2019
- Supporting the local communities in which we operate by promoting social, cultural and sport initiatives
- Climate commitment recognized by leading institutions

By 2025

Reduction of carbon footprint by 25% vs 2019 in relation to investments managed by BG in corporates

Reduction of the Group's GHG emissions by 35% vs 2019

By 2030

Phase out of all investments in corporates linked to carbon fuel

By 2040

Net zero emissions

Ongoing stakeholder's engagement to meet investor's demand

Increase community engagement and launch social initiatives



OUR COMMITMENT TOWARDS A SUSTAINABLE FUTURE

REDUCING OUR BUSINESS-RELATED IMPACT



Carbon footprint of Group investment processes

- In line with the principles of environmental transition, the **carbon footprint assessment** has become an integral part of our investment process aiming at reducing the indirect environmental impacts associated with our investments
- The scope of the monitoring is related to Banca Generali's banking book, the portfolio management schemes and BGFML's UCITS

	2019	2022	Change 2019-22
Portfolio of direct investments in equity and corporate bonds	€6.3bn	€11.1bn	+75%
Absolute emissions (tCo2e)	684.325	628.588	-8%
Carbon footprint (tCO₂/€m)	108	63	-42%
Coverage (%)	82%	90%	+8%

OUR COMMITMENT TOWARDS A SUSTAINABLE FUTURE

REDUCING OUR OPERATIONAL IMPACT



Main areas of interventions

Workplaces

- > Consolidation of "Next Normal" hybrid working model
- Sustainable renovation of the bank branches and offices with >95% recycling index
- BG Smart Energy campaign

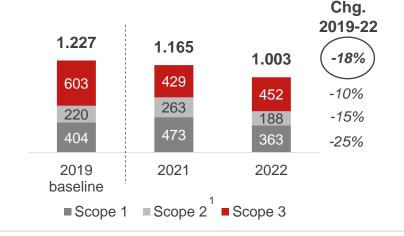
Corporate mobility

- > Containment of travel through audio/video conferences
- Introduction of the "new ways of working" concept
- Ongoing replacement of diesel-powered "pooled cars" with "mild hybrid" cars

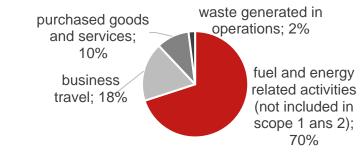
Reduction of GHG emissions

We regularly **measure and report on the greenhouse gas emissions** caused by our operations to assess the efficacy of our climate-change mitigation strategies.





Scope 3 emissions breakdown %





COMMUNITY INVOLVEMENT

HAVING A POSITIVE IMPACT ON OUR COMMUNITIES





University collaborations



O-Fire Observatory, Bicocca Univ. & AIFI |
Observatory on SME Governance, SDA Bocconi |
CeTIF - Centre for Technology, Innovation and
Financial Services, Cattolica University

Citizens of the Future



Involving school students in the "Un campione per amico" sports event and in "Un salvadanaio per amico" financial education programme in partnership with FEduF

The Human Safety Net



Supporting Generali Group foundation to promote volunteering in social projects and help vulnerable people

BG4SDGs Time for Change



Three-year photographic project in collaboration with Stefano Guindani based on the 17 Sustainable Developement Goals

EduFin 3.0



Innovative project, in collaboration with the digital influencer Marco Montemagno, to simplify the key concepts of savings, investments and IT tools



AWARDS & MEMBERSHIPS

RECOGNIZED AS A RESPONSIBLE PLAYER IN THE ITALIAN WM SPACE

Wealth Management & Financial Advisor Network



Best Private Bank in Wealth Protection (2022)

Private Banking Awards 2022



Best Private Bank in Italy (2021)

Professional Wealth Management Financial **Times**



Best Financial Advisor network by Customer Satisfaction (2023)

Deutsche Institut fur Qualität und Finanzen



Professional Wealth Management **Financial Times**

Network (2022)



РШМ

BEST DIGITAL LEADER

WEALTH TECH AWARDS 2022

ICA - Italian Certificates Awards 2022



ESG



Best Sustainable Private Bank in Italy (2022)

Banking Awards 2022 -Capital Finance International





World Economic Best Private Bank for Magazine **Diversity & Inclusion** in Italy (2022)

> World Economic Magazine





Italy's Best Employer (2022)

Deutsche Institut für Qualität und Finanzen



Leader – ESG Identity

Integrated Governance Index 2023









Membership to UNGC as a result of the Generali Group adhesion





STAYING IN TOUCH ESG CONTACTS

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