

# TAKE YOUR SHARE IN OUR SUSTAINABLE FUTURE.



## Become a Generali Owner.

#WeSHARE

### Join We SHARE 2.0

## WHAT IS IT?

We SHARE 2.0 is the second, enhanced Generali Ownership Plan, designed exclusively for Group employees.

The new Plan rewards you for participating in the Group's success, offering you an opportunity to buy Generali shares at favourable conditions within a protected framework and **contribute to our sustainable future.**



## WHY DO IT?

The Plan has far-reaching benefits that go beyond being a shareholder - **for the greater good of our communities and our planet.**

With We SHARE 2.0 you reap the rewards of our progress towards sustainability, with extra shares if we meet the **ESG goal** linked to our strategic "Commitment to Climate" of reducing the CO<sub>2</sub> emissions generated by Group operations.

What's more, Generali will make a donation to **The Human Safety Net** - the Group's Foundation - for every participant joining the Plan - and you may do the same!

Eligible employees include those with a permanent contract, excluding GMC and GLG members. Your local HR team can give you additional information on who is eligible, according to the Plan Rules.

## WHO IS IT FOR?

## WHEN CAN YOU JOIN?

8<sup>th</sup> to 28<sup>th</sup> June 2023 for 31 countries.  
8<sup>th</sup> to 28<sup>th</sup> November 2023 for other countries.



## HOW DOES IT WORK?

### START OF THE PLAN

When you **join the Plan**, you **set aside a monthly contribution** to purchase Generali shares at the end of the Plan at the **Initial Price of €16.45.**

To your advantage, the Initial Price is fixed from the start and includes a 10% discount.

### DURING THE PLAN

**Watch it grow:** The amount you wish to devote to the Plan is deducted directly from your salary to be secured into a **dedicated cash account** for the entire duration of the Plan.

### END OF THE PLAN

If the share price is **equal to or higher than the Initial Price of €16.45**, you will automatically **buy Generali Shares** with the amount you accrued over the 3 years.

When **buying the shares**, you will also receive:

- **2 Free Matching Shares** for every 10 purchased.
- **Additional free Shares** linked to the dividends distributed in 2023, 2024 and 2025.
- **2 Free ESG Shares** for every 10 purchased if we reach our ESG goal of reducing the CO<sub>2</sub> emissions generated by Group operations.



Furthermore, to increase the likelihood of a rising share price, **the Final Price is assessed up to three times, over different months:**



- If the share price is still lower than the Initial Price of €16.45, the protection mechanism shelters you from market volatility and you **get your money back.**
- On top, you will receive the **additional free shares** linked to the dividends distributed, if we **reach our Net Holding Cash Flow goal** - one of our key strategic targets that enables us to pay dividends to all our shareholders.

2023-2025 NHCF  
GOAL: €8.7 BLN

## WHERE CAN YOU FIND IT?

Join through the **We SHARE Portal**, following the instructions sent to you via email.

You can learn more about the Plan in the dedicated section of **WE, Generali**, your local intranet, or by contacting your **local HR team.**