

# REPORT ON THE REMUNERATION POLICY AND ON THE COMPENSATION PAID BY UNIPOLSAI ASSICURAZIONI S.P.A.

Financial year 2023

Bologna, 27 April 2023

COURTESY TRANSLATION



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# INTRODUCTION

This Report - approved by the Board of Directors of UnipolSai (also referred to as "**Company**" or the "**Insurance Company**") on 23 March 2023, subject to the favourable opinion of the Remuneration Committee - is drawn up for the purpose of the Shareholders' Meeting called to approve the financial statements for the year ending on 31 December 2022, prepared in accordance with prevailing legal and regulatory obligations in accordance with article 84-quater and Attachment 3A, Schedules 7-bis and 7-ter of the Issuers' Regulation, article 123-ter of Legislative Decree of 24 February 1998 No. 58 of the Consolidated Law on Finance and in accordance with Articles 40, and 59 of IVASS Regulation 38.

On 23 March 2023, the Board of Directors of Unipol Gruppo, in accordance with article 93 of the above-mentioned IVASS Regulation, and as the ultimate Italian parent company pursuant to article 210 of the Private Insurance Code, approved, inter alia, the Group Remuneration Policies, containing the principles and guidelines of the remuneration policies that apply in the Unipol Group. UnipolSai therefore defined its remuneration policies in accordance with the Group Policies and guidelines established by the Parent Company, through the adoption of specific **Segment Remuneration Policies** that add to said principles and guidelines.

This Report has two sections:

- **First Section: Remuneration Policies**

The First Section lays out the Remuneration Policies adopted by UnipolSai for the financial year 2023, in particular in regard to the members of the administration and control bodies, the Chief Executive Officer, the Key Managers (including the heads of the Key Functions), and additional Key Personnel, as well as the procedures used for their adoption and implementation;

- **Second Section: Remuneration paid**

The Second Section shows the application of the Remuneration Policies in place for UnipolSai in 2022, providing an adequate description of each remuneration item and describing - for the members of the Corporate Bodies, the Chief Executive Officer, the General Manager in office until 27 April 2022, and for the Key Managers of the Company (including the heads of the Key Functions) - the compensation paid for the reference financial year (i.e. 2022) of any nature and in any form by UnipolSai and the subsidiaries and associated companies. Lastly, information is provided on the equity investments held, by the aforementioned parties, in UnipolSai and in its subsidiaries.

The Remuneration Policies also comply with the recommendations on remuneration contained in article 5 of the Corporate Governance Code of listed companies, as per the most recent version of 31 January 2020, that UnipolSai endorses.

As envisaged by CONSOB Regulation no. 17221 of 12 March 2010 regarding related party transactions, as later amended and assimilated in the "Procedure for the performance of transactions with related parties" - adopted by UnipolSai and available on its website [www.unipolsai.it](http://www.unipolsai.it) - the approval of the Remuneration Policies by the Shareholders' Meeting and the application of the other conditions pursuant to article 13, third paragraph, letter b) of said CONSOB Regulation, exonerates the Company from the application of the procedure in resolutions regarding the remuneration of Directors, the Directors holding special offices and Key Managers.

This Report is made available to the public at the registered office of UnipolSai, in Bologna, Via Stalingrado, 45, as well as on the Company's website, [www.unipolsai.com](http://www.unipolsai.com), Governance/Corporate Governance System/Remuneration Report, in accordance with the regulatory provisions in force.

Pursuant to article 123-ter, paragraph 5, of the Consolidated Law on Finance, the disclosure documents relating to compensation plans based on financial instruments, prepared pursuant to article 114-bis of the Consolidated Law on Finance, are available on the website of UnipolSai at the address [www.unipolsai.com](http://www.unipolsai.com), in the Governance/Shareholders' Meetings Section.

## I. INTRODUCTION

The UnipolSai intends to support and add value to the best professional skills through a structured Remuneration policy that is based on clear, sustainable principles in line with legal and regulatory provisions, by establishing remuneration packages that can adequately reward the more capable and competent resources.

The principles and guidelines of the UnipolSai Remuneration Policies are consistent with developments in the relevant legislation<sup>1</sup>, and are set out on an evolving basis in line with the Remuneration Policies defined for previous years and with the Group Policies, confirming the purpose to help to guarantee the company's results, including long-term ones, consistently with the objectives defined in the new "Opening New Ways" Strategic plan relating to the 2022-2024 three-year period and in accordance with the expectations of all the Stakeholders while adopting a prudent approach to risk management and the sustainability of costs, within a competitive market aligned with international standards.

The Remuneration Policies confirm the principle according to which incentive systems contain Variable remuneration Components linked to reaching short and long-term objectives defined beforehand, of which a portion is significantly deferred, and observe adequate balancing between the monetary component and a component that is based on financial instruments. In fact, UnipolSai is convinced that this aspect of the Remuneration Policies can also encourage - as an indirect but no less important result - the promulgation of a professional culture directed towards creating sustainable value over time and direct participation in results, thereby creating joint responsibility for and real involvement in business objectives.

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<sup>1</sup> In addition to what is set out above, article 7 of Regulation IVASS 44/2019, in virtue of which UnipolSai put instruments in place to help promote and spread an internal control culture to monitor the risk of money-laundering and avoid company policies and remuneration practices that counteract the purpose of preventing said risk. With regard to sustainability, Regulation EU/2019 2088 which came into effect in March 2021 applies, and has the aim of promoting 'sustainable' investment choices, inviting the Insurance Groups, the asset management companies and the financial consultants to shed light on the ways in which environmental, societal impact and governance risks (ESG factors) are considered in their investment decisions (including regarding insurance investment products). Finally, the Remuneration principles set out under the IDD Directive are referred to, which provide - with special reference to parties involved in the insurance product governance and control process, financial management of assets and the resources underlying the insurance and pension products, and the direct insurance distribution activities - a reward system that does not compromise the obligation to always act honestly, impartially and professionally in the best interests of the customers in line with the "Policy on managing conflicts of interest - Insurance Segment" of the Unipol Group.

## II. WHAT'S NEW IN 2023


The year 2022 was characterized by a profoundly evolving macro-economic and geopolitical context and by significant events that occurred within the Company. Among these, in particular, it should be noted that the Shareholders' Meeting of 27 April 2022 approved the renewal of the corporate bodies and therefore the appointment of the new Board of Directors, which led to significant changes to the corporate governance structure for the Company. In addition, in the following May, the Group's new "Opening New Ways" Strategic Plan for the 2022-2024 three-year period was presented to the market.

In consideration of this corporate scenario, of the consequent impacts on the Group and in order to continue to improve the UnipolSai Remuneration Policies, the Remuneration Committee, while carrying out its functions, made an in-depth analysis in 2022 and in the first part of 2023, also in light of the voting expressed on the matter by the Shareholders' Meeting held on 27 April 2022, paying particular attention to the level of alignment of the interests of the Shareholders and Management, to the consistency of the Remuneration Policies with the long-term strategy of UnipolSai and of the Group, also in terms of sustainability, to the compliance with the applicable laws - at Italian and European level - and the evaluation of the main market best practices.

Following these analyses, these Remuneration Policies were defined with a view of substantial continuity with respect to 2022 and, also in order to ensure better alignment with the market practices and the recommendations of Investors and Proxy Advisors, as well as to improve the usability of the Report, some additions and changes were made to the content in terms of graphic reworking. Of the main changes introduced, the following are of particular note:

- the Remuneration Policies were updated according to the new governance structure;
- the Principles of the Remuneration Policies were updated to include the commitment to pursue gender neutrality in the implementation of the Policies;
- the representation of the main strategic guidelines and objectives of the new Group Strategic Plan for the 2022-2024 three-year period was introduced, illustrating the connection with the Remuneration Policies and with the medium/long-term strategy of the Group;
- a description and representation of the new ESG strategy, which is an integral part of the Strategic Plan for the 2022-2024 period, was also introduced, highlighting its alignment with the Remuneration Policies;
- the description of the cascading process, through which the performance objectives are assigned to the entire management population of the Group, was further refined in line with the Group's strategic guidelines, also in the ESG sphere.

### III. EXECUTIVE SUMMARY

<p style="text-align: center;"><b>PURPOSE, PRINCIPLES OF THE POLICIES AND ALIGNMENT WITH THE LONG- TERM STRATEGY</b></p> 	<p>The Remuneration Policies were developed in line with the business strategy and sustainability strategy of UnipolSai and the Group, putting special focus on the <i>creation of long-term value</i> and <b>the alignment of the interests of the Shareholders with those of Management</b> and taking account of the <b>interests of all the other Stakeholders</b>, within the framework of <b>sound and prudent management of</b> current and prospective risks.</p> <p>Taking inspiration from the Mission and Values of Farsightedness, Respect and Responsibility of the Group, the Remuneration Policies are defined in order to guarantee <b>fair remuneration, adequate to the extent and level of responsibility, professional competence and experience required by the job and the individual capacity</b> in order to attract, motivate, place value on and keep key resources.</p> <p>In line with the Business Plan and with the sustainability strategy of the Group, the Remuneration Policies are structured over a <b>long-term time horizon</b> with incentive systems that provide for mechanisms of <b>Deferral</b> of a considerable part of the Variable Component, and adequate <b>balancing between the share and the monetary components</b> and include strategic performance objectives connected with sustainability issues.</p> <p>The Remuneration Policies are also prepared in compliance with the law as provided by both Italian and European laws and self-governance rules for the sector, regulatory provisions concerning issuer companies and the Corporate Governance Code for listed companies.</p>
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REMUNERATION COMPONENT	PURPOSE AND CHARACTERISTICS	HOW IT WORKS																																																		
Fixed Component	Remunerates the extent and level of responsibility, the complexity of what has to be managed and the experience required for the job. Reasons of internal fairness, competitiveness, attractiveness, meritocracy or the attribution of greater responsibilities may lead to the payment of additional fixed amounts.	<p>It is also determined, in addition to that envisaged by the applicable National Collective Labour Agreements, by the following fundamental parameters:</p> <ul style="list-style-type: none"> <li>• importance of the assigned position;</li> <li>• complexity of the role covered;</li> <li>• significance of the responsibilities attributed;</li> <li>• the qualitative weight of the skills possessed and acquired;</li> <li>• alignment with sector and comparable market benchmarks.</li> </ul> <p>The Fixed Component, determined on the basis of achieving the maximum level of the above-mentioned parameters, may remain unaltered even if the role changes.</p>																																																		
Variable Component: UVP System	<p><b>"Unipol Variable Pay" Incentive System (UVP System):</b> rewarding results achieved in the short and long-term, expressed not only in economic-financial terms, but also in the form of attention to risks and qualitative performance connected also to ESG criteria.</p> <p>This is for the Key Managers and all Management personnel.</p> <p>There has to be a Dividend Capability in order to provide the incentives.</p>	<p>The recipients of the UVP System are divided into Clusters related to the weight of the organisational position, the importance and complexity of the role and to the position.</p> <p>The Potential Bonus, broken down by Clusters, comprises a short-term part paid up-front (STI Bonus), where the amount is connected to the assessment of an annual performance, and a long-term part paid deferred (LTI Bonus), where the amount is based on the assessment of a three-year performance period (2022-2024) and related to the STI performance achieved.</p> <p>The Recipients of the UVP System can have the following <b>Potential Bonus</b> opportunities:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #800000; color: white;"> <th colspan="7">Potential Bonus</th> </tr> <tr style="background-color: #800000; color: white;"> <th rowspan="3">Clusters</th> <th rowspan="3">Total Variable (maximum % vs Fixed Component)</th> <th colspan="3">Of which (maximum % vs Fixed Component):</th> <th colspan="2">% weight of Total Variable</th> </tr> <tr style="background-color: #800000; color: white;"> <th colspan="2"></th> <th>STI</th> <th>LTI</th> </tr> <tr style="background-color: #800000; color: white;"> <th>STI</th> <th>LTI</th> <th>(up-front cash)</th> <th>(deferred in shares)</th> </tr> </thead> <tbody> <tr> <td style="background-color: #f5deb3;">Executive Cluster</td> <td style="background-color: #f5deb3;">from 100% up to 150%</td> <td style="background-color: #f5deb3;">from up to</td> <td style="background-color: #f5deb3;">50% 60%</td> <td style="background-color: #f5deb3;">50% 90%</td> <td style="background-color: #f5deb3;">50% 40%</td> <td style="background-color: #f5deb3;">50% 60%</td> </tr> <tr> <td style="background-color: #f5deb3;">1st Cluster</td> <td style="background-color: #f5deb3;">from 80% up to 125%</td> <td style="background-color: #f5deb3;">from up to</td> <td style="background-color: #f5deb3;">40% 50%</td> <td style="background-color: #f5deb3;">40% 75%</td> <td style="background-color: #f5deb3;">50% 40%</td> <td style="background-color: #f5deb3;">50% 60%</td> </tr> <tr> <td style="background-color: #f5deb3;">2nd Cluster</td> <td style="background-color: #f5deb3;">from 50% up to 80%</td> <td style="background-color: #f5deb3;">from up to</td> <td style="background-color: #f5deb3;">25% 40%</td> <td style="background-color: #f5deb3;">25% 40%</td> <td style="background-color: #f5deb3;">50% 50%</td> <td style="background-color: #f5deb3;">50% 50%</td> </tr> <tr> <td style="background-color: #f5deb3;">3rd Cluster</td> <td style="background-color: #f5deb3;">from 30% up to 50%</td> <td style="background-color: #f5deb3;">from up to</td> <td style="background-color: #f5deb3;">20% 30%</td> <td style="background-color: #f5deb3;">10% 20%</td> <td style="background-color: #f5deb3;">66% 60%</td> <td style="background-color: #f5deb3;">33% 40%</td> </tr> </tbody> </table>	Potential Bonus							Clusters	Total Variable (maximum % vs Fixed Component)	Of which (maximum % vs Fixed Component):			% weight of Total Variable				STI	LTI	STI	LTI	(up-front cash)	(deferred in shares)	Executive Cluster	from 100% up to 150%	from up to	50% 60%	50% 90%	50% 40%	50% 60%	1st Cluster	from 80% up to 125%	from up to	40% 50%	40% 75%	50% 40%	50% 60%	2nd Cluster	from 50% up to 80%	from up to	25% 40%	25% 40%	50% 50%	50% 50%	3rd Cluster	from 30% up to 50%	from up to	20% 30%	10% 20%	66% 60%	33% 40%
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	<p>The Managers included in the 3rd Cluster, if they belong to the Key Personnel, are beneficiaries of a potential Bonus equally divided between STI Bonus (50% up-front and in monetary form) and LTI Bonus (50% deferred and in Shares).</p> <p>Within the same Cluster, the criteria for assigning the Potential Bonus take into account the complexity of the organisational position, the professional family, the type of role, the level of responsibility assigned and the seniority matured in the role.</p>
<p><b>Variable Component: Payment scheme</b></p>	<p>The short-term ("STI") component and long-term ("LTI") component are paid for a total period covering 9 years (considering the performance, Holding and Deferral Periods, differentiated based on the percentage of the Variable Component compared to the Fixed Component).</p> <p>In compliance with the Corporate Governance Code, the share-based remuneration plans for the executive directors and the Managers (including the Key Managers) create an incentive for coming into line with the interests of the shareholders over a long-term horizon, by requiring that a prevailing part of the plan has a total period of maturing rights and keeping attributed shares of at least 5 years.</p> <div data-bbox="758 750 1340 1142"> </div> <p>* For the Executive Cluster Managers, there is in any case also the obligation to keep the Shares (lock-up) until the end of the mandate or permanence in the role, while as regards 1st Cluster Managers, the lock-up concerns the quantity of Shares equal to 1 year of Fixed Remuneration.</p>
<p><b>Short-Term Bonus (STI)</b></p>	<p>Aligns short-term remunerative opportunities (annual) of Management to achieving significant objectives for the Company.</p> <p>STI Bonus paid in full the year after the year of accrual in monetary form.</p> <p><b>Access conditions:</b></p> <ul style="list-style-type: none"> <li>• Consolidated Gross Profit (not planned for personnel working at the Key Functions) with the achievement of at least 80% (90% for the Key Personnel) of the budget approved for the Year of Accrual.</li> <li>• Consolidated coverage ratio of the prudential requirements (capital adequacy) of Unipol Gruppo - Solvency II metrics, equal to Risk Appetite established in the Risk Appetite Statement approved for the Year of Accrual by the decision-making competent bodies as a condition for full determination of the Actual Bonus, while a result included between the Risk Appetite and the Risk Tolerance approved by the Administrative Body in the Risk Appetite Statement reduces the Actual Bonus 25%, which instead is taken to zero should said result be lower than the Risk Tolerance.</li> <li>• IAS Individual Gross Profit of UnipolSai (not provided for the personnel operating in the Key Functions) with the achievement of at least 80% (90% for the Key Personnel) of the budget approved for the Year of Accrual</li> <li>• Individual solvency ratio of the prudential requirements (capital adequacy) calculated according to the UnipolSai Solvency II metrics, equal to Risk Appetite established in the Risk Appetite Statement approved for the Year of Accrual by the decision-making competent bodies.</li> </ul>

	<p><b>Objectives:</b></p> <p>The STI Bonus is linked to achievement of Objectives assigned to the Recipient each year through a cascading process, defined as a function of the strategic objectives assigned to the Group's top management:</p> <p><b>Structure of the Managers Objectives Scorecard</b></p> <ul style="list-style-type: none"> <li>• Group and/or UnipolSai economic-financial objectives (between 20% and 50% weight)</li> <li>• Specific objectives of UnipolSai and/or of the Company/Department/Area (between 30% and 40% weight)</li> <li>• Specific objectives of the Function (weight: up to 40%)</li> <li>• Non-financial objectives, including ESG objectives (weight: between 10% and 20%)</li> </ul> <p>Commitment-compliance objectives defined by the "Guidelines for responsible investing", consistently with the provisions of Regulation (EU)/2019 2088, are established for the functions specifically involved in the financial investment decision-making processes in order to guarantee monitoring of sustainability risks, in particular environmental and climatic risks, as well as to contain potential negative effects of the investment decisions on the sustainability factors.</p> <p>The minimum threshold of the Individual Performance Level to be achieved for accrual of the Bonus is equal to 40 percentage points. The amount of the STI Bonus to be paid is proportional to the Individual Performance Level, measured with the weighted sum of the achievement of the single assigned objectives.</p>
<p><b>Long-Term Bonus (LTI)</b></p>	<p>Aligns the medium-long term remunerative opportunities of Management with generating value for Shareholders.</p> <p>Starting from 2026, the LTI Bonus will be awarded in three annual pro-rata tranches (stricter rules are set for Personnel whose variable compensation is particularly high, with five annual pro-rata tranches), entirely in financial instruments.</p> <p>There is a Holding Period of 1 year on the amount paid in financial instruments.</p> <p><b>Access condition:</b></p> <p>Consolidated coverage ratio of the prudential requirements (capital solvency) of Unipol Gruppo - Solvency II metrics<sup>2</sup>, equal to the Risk Appetite established in the Risk Appetite Statement approved for the last year of the Three-Year Accrual Period by the decision-making competent bodies.</p> <p><b>Objectives:</b></p> <p>The <b>LTI Bonus</b> is determined according to the <b>achievement, also separate</b>, of the following <b>indicators</b> to which a <b>relative weight</b> is tied.</p>

<sup>2</sup> Solvency Ratio calculated according to the approved regulatory approach and subject to review when legislation on the subject in force at the time changes.

	Recipients who do not work in Key Functions:	Recipients who work in Key Functions:																														
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Individual Performance (50%)	50%	Individual Performance Level in the Three-Year Accrual Period																														
Capital Solvency (30%)	30%	Solvency II solvency capital requirement of Unipol in the Three-Year Period																														
Sostenibilità ESG (20%)	15%	Climatic and Finance Strategy for the SDGs: <ul style="list-style-type: none"> <li>Emissions from Instrumental property</li> <li>Thematic Investments</li> </ul>																														
	5%	Gender Pay Gap																														
<b>The Variable Component: Specific clauses</b>	<ul style="list-style-type: none"> <li>• <b>Malus clauses</b>, which lead to reduction of the Variable Component down to zero when there are certain assumptions are included.</li> <li>• The time horizon within which the <b>Claw-back</b> is exercised is set at <b>five years</b>.</li> <li>• A <b>Holding Period of one year</b> on payments in Shares is set.</li> <li>• A no Hedging clause on payments in Shares is operative.</li> </ul>																															
<b>Share ownership guidelines</b>	Instruments of greater alignment between the interests of Shareholders and Management.	Introduction of guidelines on equity ownership, with obligation to keep <b>(Lock-up) Shares awarded by the incentive plans</b> : <ul style="list-style-type: none"> <li>• For the Executive Cluster Managers, until termination of the office and/or permanence in the role;</li> <li>• For the 1st Cluster Managers, for a target amount of Shares equal to 1 year of Fixed Remuneration and until termination of permanence in the role.</li> </ul>																														
<b>Benefits</b>	Add to the remuneration package using total reward logic.	The Benefits differ in accordance with the category of Recipients, both in terms of type and overall value and include benefits that are mostly of a pension and social welfare nature.																														
<b>Severance</b>	Severance pay measures to protect the company also from potential competitive risks in addition to the normal severance pay and indemnity in lieu of notice provided for by the National Collective Labour Agreement where applicable.	As regards the criteria and the procedures relating to the recognition to Directors of any end-of-office compensation, they can be assigned in observance of the regulations in force and, in any case, based on a prior resolution of the Board of Directors on the proposal of the Remuneration Committee. For Managers - where agreed - there may be payment of an amount, recognised when they terminate their employment, if the termination of the same is on a consensual basis, or the termination of employment is not backed by just cause or dismissal for just cause, or for resignation by just cause equal to a maximum of three years worth of annual Compensation for those who have accrued service seniority of more than 10 years or equal to a maximum of two years worth of annual Compensation for those who have accrued service seniority of less than or equal to 10 years.																														

<b>Remuneration Policies for the Heads of the Key Functions</b>	<p>Specific characteristics pertaining to the Fixed and Variable component of personnel working at the Key Functions with managerial classification.</p>	<ul style="list-style-type: none"> <li>• The weight of the Variable Remuneration does not exceed 100% of the Fixed Remuneration.</li> <li>• Access to the UVP System for both the STI Bonus and the LTI Bonus is not connected with achievement of the IAS Consolidated Gross Profit and Individual Gross Profit.</li> <li>• The objectives for both the STI Bonus and the LTI Bonus, assigned and measured by the Board of Directors after hearing the opinion of the Control and Risk Committee, are identified consistent with the effectiveness and quality of the control action, without comprising economic-financial objectives pertaining to the areas subject to their control.</li> </ul>
<b>Other components</b>	<p>Additional elements of the remuneration that can be provided for in special circumstances.</p>	<ul style="list-style-type: none"> <li>• <i>One-off payment</i> and/or individual company bonuses</li> <li>• Welcome Bonus</li> <li>• Compensation paid based on stability agreements</li> <li>• Possible <i>one-off compensation</i> to restore Benefits that were revoked</li> </ul>

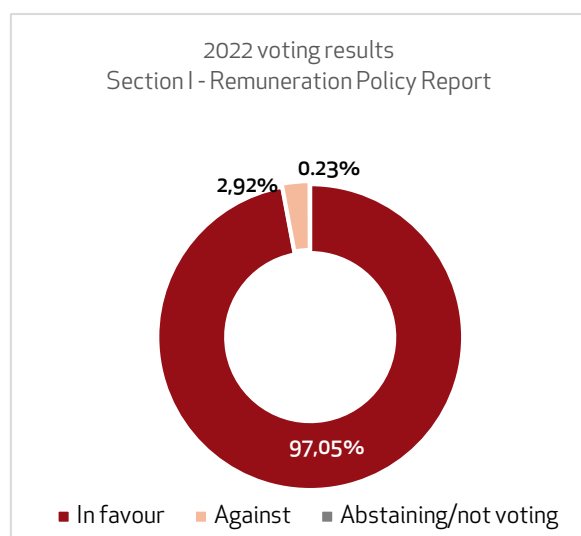
## IV. SHAREHOLDERS' ENGAGEMENT ACTIVITIES

The First Section of the Report on the remuneration policy and on the compensation paid was submitted for approval by the binding vote by the Shareholders' Meeting of UnipolSai.

The results of the voting expressed by the Shareholders - made available to the public in accordance with article 125-quater, paragraph 2 of the Consolidated Law on Finance - were analysed along with the indications received from the Investors and the Proxy Advisors in order to identify potential areas of development and further improvement for the preparation of this Report, in line with the best market practices.

Therefore, in consideration of the positive appreciation that emerged during the Shareholders' Meeting vote, in continuity with previous years and in order to continue to improve both the contents and the usability of the Report, particular attention was paid to:

- the description of the connection between the main guidelines of the new "Opening New Ways" Strategic Plan presented in May 2022 and the Remuneration Policies, with particular reference to the performance objectives of both a financial and non-financial nature, in reference to the STI Bonus and the LTI Bonus;
- the provision of a broader connection between the Remuneration Policies and the Sustainability Strategy, thanks to the provision of ESG metrics, both in the STI Bonus and in the LTI Bonus, defined on the basis of the Group's main sustainability targets and objectives, which are an integral part of the Strategic Plan.



# FIRST SECTION

## 2023 REMUNERATION POLICIES

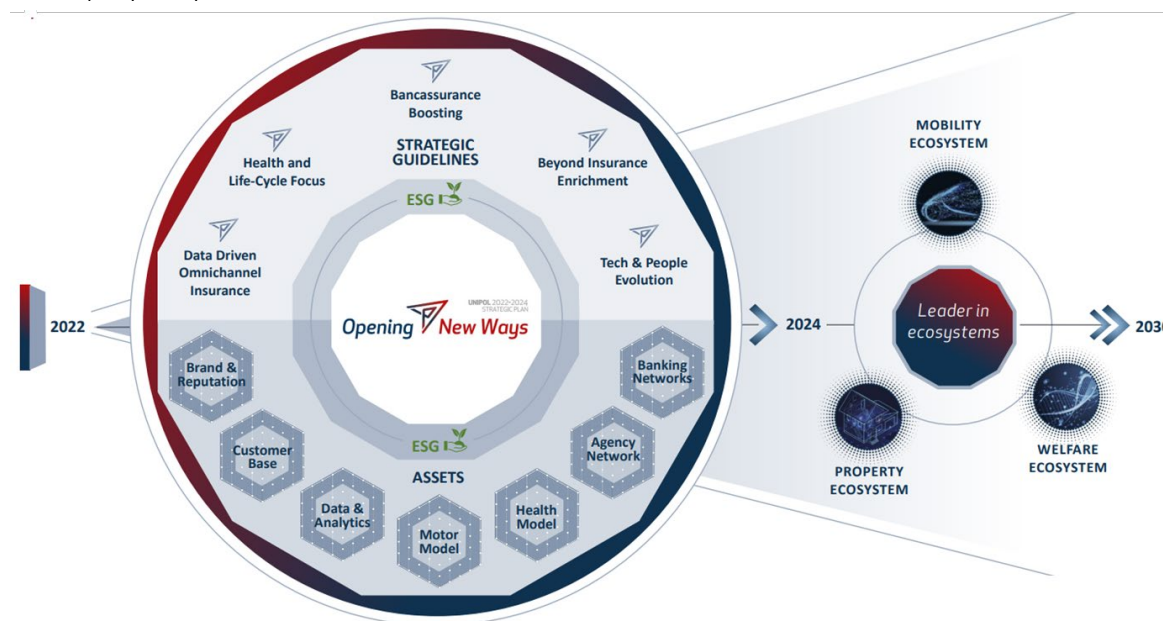
# 1. Purpose, principles of the Remuneration Policies and alignment with the long-term company strategies

UnipolSai, as a Company belonging to the Unipol Insurance Group, adopts its Remuneration Policies in line with the Group Remuneration Policies and with the guidelines established by Unipol regarding remuneration matters.

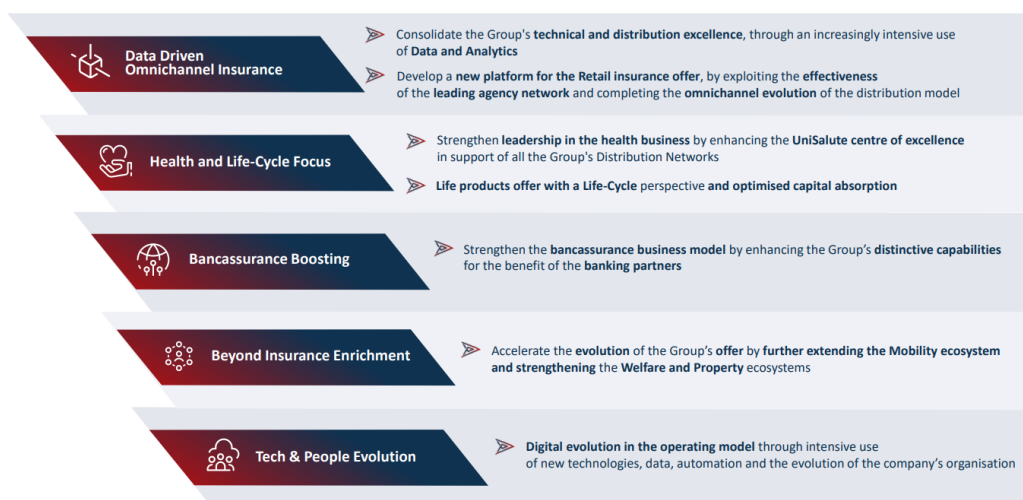
The Remuneration Policies are valid for a year, and were developed in line with the business strategy and sustainability strategy of the Group, organised on a long-term basis, with special focus on the creation of long-term value and the alignment of the interests of the Shareholders (identified as Investors, Employees, Agents and Collaborators, Customers, Suppliers, Civil Community and Future Generations) with those of Management and taking account of the interests of all the other Stakeholders, anticipating their new needs, expectations and desire for protection, within the framework of sound and prudent management of current and prospective risks.

During 2022, the Group's new "Opening New Ways" Strategic Plan for the 2022-2024 three-year period was presented to the market. The Plan is part of a macroeconomic context strongly impacted by the international geopolitical crisis, whose negative consequences have led to a general slowdown in economic growth; at the same time, there is a situation of high volatility in the financial markets and growth in expected interest rates, rising inflation triggered by a further acceleration in the prices of energy and food commodities and an insurance market with expected positive growth rates.

In this context, the Strategic Plan aims to expand the positioning of the Unipol Group, strengthening its leadership in insurance and continuing to "open up new paths" by expanding its presence in the Mobility, Welfare and Property ecosystems and in Bancassurance.



The Plan leverages the distinctive assets of the Group and is broken down across five Strategic Guidelines:



Moreover, the strategic vision as defined by the new Strategic Plan, is aimed at strengthening the contribution of the Unipol Group to the achievement of the Sustainable Development Goals of the UN's 2030 Agenda, through understanding, management and monitoring of impacts, risks and opportunities related to environmental, social and governance (ESG) issues throughout the Group's insurance and non-insurance value chain.



The new Strategic Plan of the Unipol Group, therefore, in continuity with previous ones, steers both the Remuneration Policy time period and the underlying performance objectives and conditions to project their effects and benefits on sustainable targets.

In fact, the Remuneration Policies provide for an Incentive System that balances short and long-term objectives, defining them in alignment with the targets of the Strategic Plan.



"Opening New Ways" Strategic Plan 2022-2024		2023 STI Bonus (Objectives for Executives)	LTI Bonus 2022-2024 (Objectives for all Managers)
Economic and financial performance	Profitability	Consolidated Gross Profit of Unipol Gruppo	
		IAS individual Gross Profit of UnipolSai	
Economic and financial performance	Capital Solvency	Consolidated coverage ratio of the prudential requirements of Unipol Gruppo (capital adequacy)	
		Coverage ratio of prudential requirements of UnipolSai (capital adequacy)	
Creation of value for shareholders	Share value and dividends distributed		TSR measured taking into account both the change in the price and the dividends distributed and reinvested in the Share at the coupon date.
ESG sustainability	Brand & Reputation Asset Reputational Index	Reputational score according to the RepTrak® model higher than the insurance and financial market average	
	Contribution to the achievement of the SDGs		Amount of the thematic investments for SDGs
	Climate Strategy <i>In line with the Paris Agreements</i>		Reduction of Scope 1 and 2 greenhouse gas emissions of the Group's business properties
	Gender Pay Gap		Containment

With regard to the STI Bonus, there is also an annual cascading process of objectives, defined on the basis of the Group's strategic guidelines. This process is structured as follows:

- for the Group's top management, the annual performance objectives are set out in line with the main guidelines of the Strategic Plan, both in terms of economic-financial and non-economic-financial targets, which also include sustainability objectives (as illustrated above);
- the other Managers Recipients of the Incentive System (including Key Managers and the Key Personnel) are assigned both objectives relating to Group results and other objectives assigned by their line manager, with reference to their Company, Area, Department or Function, in line with the objectives and the targets defined in the Strategic Plan. This process guarantees and promotes the maximum contribution of each key resource to the pursuit of the overall Group strategy.

In general, the Remuneration Policies are defined in accordance with the Mission of Unipol Gruppo, illustrated in the Charter of Values, which states, inter alia, that "The Group pursues business management that is efficient, profitable and sustainable over time, based on the contribution and empowerment of our people". This statement provides important guidance regarding not only the general formulation of Remuneration policies, which seek to pursue a long-term sustainable approach, but also highlight its vocation to be an important tool for professional development.

The Values of the Unipol Group include in particular its **Farsightedness, Respect** and **Responsibility**, which give the Remuneration Policies an approach that is also based on qualitative and not only quantitative aspects.

Following on from previous years, the Remuneration Policies are defined in order to guarantee **fair remuneration, adequate** to the extent and level of responsibility, professional competence and experience required by the job and the individual capacity in order to attract, motivate, place value on and keep key resources. The Remuneration Policies were also defined in **accordance** with the provisions of the laws, regulations and articles of association, and the Group Code of Ethics, promoting the adoption of behaviour that complies with them and that is consistent with the requirements of **sustainable performance**.

The remuneration will not affect the ability of the enterprise to maintain an adequate capital base. In addition, the remuneration agreements with the suppliers of services will not encourage the taking on of excessive risks, in consideration of the risk management strategy of the company.

The consequences of any breaches of the law or codes of ethics are made known to personnel through adequate internal communication channels.

The following principles are the essential parameters for the determination of remuneration:

- a sound and prudent risk management policy, in line with the long-term strategic objectives of UnipolSai and of the Group, profitability and balance, to be interpreted as tailored to the specific characteristics of the different sectors, adopting remuneration policies such as to incentivise the excessive exposure or assumption of risks;
- **internal equity**, so that both the Fixed and Variable Components of remuneration are consistent (i) with the position held and the connected responsibilities, the role assigned, the experience gained, skills, capacities demonstrated and performance, as well as (ii) with the nature, extent and complexity of the risks inherent in business activities;
- **meritocracy**, so that the results achieved and the conduct enacted to achieve them are rewarded;
- the commitment to gender neutrality, also by periodically monitoring the Gender Pay Gap and verifying its containment;
- **dialogue with the reference markets**, in order to create **competitive** pay packages, with a view to the trends, the directions and best practices, in order to sustain sound, lawful and effective competitiveness;

## 1.1 Alignment of the Remuneration Policies with the sustainability strategy

The new Group Strategic Plan is developed as part of the continuous evolution of the external context, which implies the need to meet growing consumers' needs and investors' requests. The trend of the macroeconomic and geopolitical scenario, as well as the importance and increasingly predominant influence assumed by issues relating to big data, technological evolution and sustainability, constitute the reference point, with a particular focus on climate change and the transition towards a low-emission economy.




Convinced that the opportunities and well-being of customers and the people who interact with Unipol every day are necessary conditions for market development capacity and for the sustainable success of the Group, in relation to each of its strategic areas the "Opening New Ways" Plan identifies and integrates ESG objectives, i.e. lines of action that, starting from opportunities linked to social, environmental and governance aspects, aim to generate positive impacts for Stakeholders and society as well and contribute to sustainable development. These targets are set for 2024 and, as part of the Climate Strategy, also for 2030.







The Group renews its commitment to contributing to sustainable development, in particular in the Mobility, Welfare and Property ecosystems, in line with the aforementioned UN Sustainable Development Goals - SDGs.

At Group level, in continuity with previous years, a sustainability policy is also defined and applied, aimed at outlining the strategies and objectives for managing ESG risks and the impacts on ESG factors generated by the Group and by the Companies in Scope as a result of their activities and business relationships.

From that standpoint, the commitments assumed by the Gruppo in relation to sustainability are broken down according to the following pillars:

	<p><b>Protection and promotion of human rights and workers' rights:</b> the Unipol Group, in line with its adherence to the Global Compact, undertakes to respect universally recognised human rights and rights of workers, and to promote their respect within its spheres of influence (suppliers, investees, customers). For this purpose the Group has defined policies that require the exclusion from its spheres of influence of subjects involved in violations of human rights and workers' rights, and that state its commitment to supporting its interlocutors in spreading awareness and attention to the protection of these rights. The Unipol Group undertakes to build a work environment where such rights are fully respected and to support the development of each person, irrespective of gender, age, sexual orientation, geographic origin or religious beliefs, to ensure people can enjoy adequate conditions of respect and well-being.</p>
	<p><b>Development and protection of human capital:</b> the integration of multiple skills, capacities and attitudes contribute in a fundamental way to the creation of value. To that end, through specific Group guidelines, the Insurance Company will coordinate and monitor the conditions of work and remuneration of employees, also encouraging consistent and adequate remuneration policies. To that end, the Group works to protect as best as possible, the health and safety at work, with an incremental approach with respect to what is provided by applicable laws. In continuity with previous years, in the persisting of the emergency situation resulting from the Covid-19 pandemic, important initiatives were also adopted to allow employees to work safely. A company Welfare system was provided for all employees and their families as part of the engagement process and to motivate the personnel, in addition to listening activities and direct involvement of employees. Numerous initiatives were adopted in order to develop the human capital, including the activities carried out by UNICA, the Corporate Academy of the Group that focuses on professional and skilled job training. With regard to the Inclusion &amp; Diversity issues, the Group has defined guidelines to create a modern, respectful place of work that promotes opportunities for everyone. Lastly, in line with the "Opening New Ways" Strategic Plan and the Tech &amp; People Evolution strategic guideline, the Group defines a strategy aimed at increasing the accountability of people on the objectives of the Strategic Plan and the continuous investment in technology and people. Through activities aimed at the digitalisation and simplification of processes and technological infrastructures, the creation is promoted of a digital workplace, where technology, people and processes interact in a complementary way, to ensure constant innovation, increase productivity and guarantee a continuous and widespread improvement. In this regard, Digital Paths was launched, a project born to detect the digital readiness of the Group's personnel and, therefore, to be able to support training initiatives on digital issues and openness to change.</p>
	<p><b>Protection of the environment, of ecosystems and the fight against climate change:</b> the Group brings forward environmental issues according to the dual materiality approach, on one hand focusing on the prevention and continuous reduction of its Impacts (direct and indirect) on the environment and on nature, and on the other considering the possible effects on its business of the ESG risks connected to climate change and the loss of biodiversity. The Group supports a preventive approach with regard to environmental challenges, identifying and measuring the impact of its activities in the short, medium and long-term, adopting processes and technologies intended to reduce negative external factors. Climate change is considered one of the main risks to which the Group activities are exposed. For this reason the governance system for risks, opportunities and impacts linked to climate and nature, both direct and relative to its own influence areas is set out on an operational basis within the Scope of specific risk management policies, which include the "Guidelines for responsible investing activities" and the "Guidelines for underwriting with reference to environmental, social and governance factors" for the Non-Life Business and Life Business. Through the strategy on climate change, the Group establishes in detail how it is preparing itself to handle risks and take advantage of the opportunities related to the climate, defining new medium/long-term targets for the reduction of its greenhouse gas emissions to support its path of decarbonisation, with the intent of contributing to achieving the objectives set by Governments with the Paris Agreement.</p>

	<b>Inclusion and financial education:</b> starting from the interpretation of current and emerging social and environmental issues, and from a discussion with Stakeholders, the Group undertakes inclusive initiatives and projects which guarantee expansion of access to insurance services by the disadvantaged segments of society and help to reduce inequalities. Among the main topics of attention are the change macro-trends in the external context present in the Radar of the Group's Reputational & Emerging Risk observatory. Among these issues in particular, in addition to environmental issues, there are demographic trends and the transformation of society, precariousness and polarization, the transformation of work and skills, digitalisation and the spread of Artificial Intelligence.
	<b>Customer protection:</b> The Group has defined a culture of accessibility and transparency at all levels of the company and has strict control procedures that involve the various company divisions.
	<b>Correct business practices:</b> pursued through the definition of an organisational, management and control model, and procedures designed to prevent the commission of offences and violations as part of business operations.
	<b>Due Diligence:</b> the Group undertakes to adopt suitable, structured measures to identify, prevent, mitigate and take account of how to deal with the negative impacts, actual and potential, on corporate governance, employment, human rights, environment and consumers in its activities, in the chain of supply and in other commercial relations. The due diligence planning model is defined according to a risk-based approach, starting with the areas identified in the "OECD Guidelines for multinational companies", associated with the main material ESG Factors for the Group, the business processes involved and the strategic and regulatory controls in place at Group level.

In that context, the Remuneration Policies support the sustainability strategy, since they are defined over the long term, through variable incentive systems that provide for mechanisms of Deferral and balancing between Bonuses paid in monetary form and Bonuses paid through financial instruments: these elements contribute towards the purpose of aligning the interests of Management with those of the Shareholders.

Additionally, in that context, with a view to monitoring the ESG factors and effectiveness in identifying areas of activity that can create value over the long term, also in line with the provisions of Regulation (EU) 2019/2088, the Unipol Group defined guidelines for responsible investing, allowing for the management, inter alia and in line with the scope provided, of the integration of the risks of sustainability in the decision-making processes relating to the investments.









The Variable Component of the remuneration is also related to sustainability issues using specific performance indicators which are applied to the Recipients of the UVP System:

<b>Reputation and Sustainability</b>	<p>The <b>performance objectives of the short-term incentive component include</b>, in accordance with the Strategic Plan, an <b>indicator linked to the reputational profile of the Unipol Group</b> in the Year of Accrual of the incentive system, to be compared with the profile registered by the financial-insurance sector as a whole. The indicator is calculated and measured on the basis of the <b>RepTrak®</b> model, that considers the sustainability performance to be one of the key elements of measurement, with that relating for example to the well-being of the employees, the adoption of ethical and transparent governance and contributions to the goals of tackling climate change and protecting the environment<sup>3</sup>. In that context, the ability to monitor the sustainability risks in the investment activities and to support, as a player in the financial system, the implementation of the UN 2030 Agenda and the transition towards a sustainable economy are all noted as aspects of significant relevance to protect the Group's reputation.</p> <p>Commitment-compliance objectives defined by the "Guidelines for responsible investing", consistently with the provisions of Regulation (EU)/2019 2088, are established for the functions specifically involved in the financial investment decision-making processes in order to guarantee monitoring of sustainability risks, in particular environmental and climatic risks as well as to contain potential negative effects of the investment decisions on the sustainability factors.</p>
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<sup>3</sup> In particular, the indicator is calculated and measured on the basis of specific reputational drivers of the company: products and services, innovation, workplace (that also includes the level of remuneration, Benefits, work-life balance and training), governance (intended as ethical behaviour, transparency, fairness), citizenship (intended as activities aimed at favouring the environment and the community), leadership and performance.

<b>Climatic and Finance Strategy for the SDGs</b>	The performance objectives of the 2022-2024 long-term incentive component include an indicator that measures the achievement of the <b>objectives to combat climate change</b> relating to the reduction of Scope 1 and 2 greenhouse gas emissions of the Group's instrumental properties, in line with objectives based on climatic science, included in the integrated action plan to contribute to achieving net zero greenhouse gas emission by 2050, and an <b>indicator</b> that measures the <b>increase in the amount of thematic investments</b> .
<b>Gender Pay Gap</b>	The performance objectives of the 2022-2024 long-term incentive component include an indicator that measures containment of the <b>gender pay gap</b> .

In summary, the Variable Component of remuneration is related to the following Sustainability objectives, which supplement the objectives of the 2022-2024 Strategic Plan by defining specific targets for the three-

KPI ESG – Sustainability Strategic Plan 2022-2024			
2024 OBJECTIVES	Description	2024 Target	SDGs
<i>Economic value of its non-financial impacts</i>	Measurement of shared value	28 €bn	
<i>Reputational index*</i>	Public perception of the company. Reputation score among the general public, according to the RepTrak® Model	> Average insurance sector	
<i>Percentage of products with environmental and social value</i>	Increase in the penetration of products with social and environmental impact on the overall insurance portfolio.	30%	  
<i>Funding for SDGs**</i>	Increase in the amount of thematic investments for SDGs	1.3 €bn	
<i>Gender Pay Gap**</i>	Gender pay gap	Containment	
2030 OBJECTIVES	Description	2030 Target	SDGs
<i>Scope 1 and Scope 2**</i>	Reduction of emissions from operating sites	-46.2%	

\* included among the performance objectives of the Bonus STI 2023

\*\* included among the performance objectives of the Bonus LTI 2022-2024

year period and, in terms of climate change management strategy, identifies additional long-term targets up to 2030:

## 1.2 Aims of the various remuneration components

The Fixed Component remunerates the extent and level of responsibility, the complexity of what has to be managed and the experience required for the job; it also remunerates the skills and abilities held. It entails a rigid economic base, provided for by the applicable Collective Labour Agreements and, if present, the Additional Company Agreements, any other bilateral agreements and specific internal rules. Internal fairness reasons, competitiveness, attractiveness, meritocracy or the attribution of greater responsibilities may lead to the payment of additional fixed amounts, consolidating them over time.

The Variable Component is based on two main objectives:

- rewarding results achieved in the short and long term, expressed not only in economic-financial terms, but also in the form of attention to risks and qualitative performance also connected to ESG criteria;
- developing **professional skills** while enacting an effective retention policy.

The incentive system is based on variable pay components linked to reaching short- and long-term objectives defined beforehand, of which a portion is significantly deferred, and observing adequate balancing between the component in monetary form and the component in financial instruments.

The following principles identified to give incentives to the Recipients therefore constitute specific parameters with reference to the Remuneration Policies, where they include variable components:

- an **appropriate balance** between the **Fixed Component** and the **Variable Component** of the remuneration, with the latter linked to pre-set, objective and measurable efficiency criteria, to strengthen the link between performance and remuneration and setting limits to them beforehand;
- the establishment, as regards the Variable Component of remuneration, of an **adequate balance** between **monetary** disbursements and/or disbursements in **financial instruments**;
- **sustainability** thanks to the proper balance between short and long-term efficiency criteria that the remuneration is based on;
- the **deferred payment** of a significant part of the Variable Component, whose duration is differentiated in accordance with the percentage of the Fixed Component and in any case, not less than that required under applicable laws;
- the existence of **Malus** clauses that provide for the reduction to zero of the Variable Component if certain conditions are met, and **claw-back** clauses that provide for the option to ask for a return of what was already disbursed if certain conditions are met;
- **the establishment of a year-long period of unavailability with reference to the amounts disbursed in financial instruments**;
- with reference to the Executive Cluster Managers, the introduction of equity ownership requirements consisting of the lock-up obligation until the termination of appointment and/or permanence in the role of all Shares assigned by virtue of participation in incentive plans; with reference to the 1st Cluster Managers the lock-up is envisaged for a target amount equal to one year of Fixed Remuneration;
- the prohibition against relying on **hedging strategies**<sup>4</sup> or **specific insurance** against the risk of a downward correction of remuneration, which could alter or invalidate the chance effects connected to the provision of deferred bonuses and paid in the form of financial instruments;
- a **cascading process** of the objectives aimed at making the objectives assigned to the affected managerial recruits more consistent.

The reference model on which the architecture of the remuneration systems are designed is based on the correlation among the following elements:

- the **results of the Unipol Group** (including the results in terms of adequacy of the risks taken on with respect to the pre-established goals and considering the ESG criteria);
- the **UnipolSai results**;
- the **results of the Department of reference**, the **Function** or the operational area of responsibility of the Recipient;
- the **individual performances**.

### 1.3 No Hedging

In accordance with article 275, paragraph 2, letter (g) of the Delegated Regulation (EU) 2015/35, with respect to Key Personnel and in general to Recipients, personal hedging strategies or remuneration and liability-related insurance which would undermine the risk alignment effects embedded in their remuneration arrangement may not be used.

<sup>4</sup> This includes, but is not limited to, entering into option contracts or other forward derivative contracts with third parties with underlying financial instruments that are the subject of incentives.

## 2. Recipients of the Remuneration policy

The Remuneration Policies apply to members of the Corporate Bodies, the Key Managers, including the heads of the Key Functions and the staff at the highest levels of the Key Functions, and other Key Personnel (as defined herein) of the Company.

The Company, in order to ensure that remuneration is standardised for the same levels, will therefore apply the Remuneration Policies to all the Managers in accordance with what is described below, regardless of whether they belong to the category of Key Personnel.

### 2.1 The Key Managers and the Key Personnel

The Key Personnel are identified by applying the criteria and principles pursuant to article 2, paragraph 1, letter m) of IVASS Regulation No. 38.

The identification of UnipolSai Key Personnel considers:

- the Key Managers identified by the Board of Directors or by the directors to whom a specific delegation is given by the Board of Directors;
- the organisational roles placed at the top of each business area, in accordance with the map of the main risk categories to which UnipolSai is exposed;
- the organisational roles that have been assigned the greatest powers, in accordance with the system of delegation adopted by UnipolSai;
- the responsibilities of essential or important activities or functions;
- any parties who do not fall under the previous categories, with weighing of the highest Cluster organisational position; the weight of the organisational positions is measured using methods certified by leading specialised companies recognised at international level, and in accordance with the metrics adopted for the remuneration surveys by sector, and provide for the attribution of an indicator aimed at identifying, on a standardised basis, similar positions, grouping them together into Clusters.

Therefore, the following roles are currently considered to be Key Personnel at UnipolSai - identified in accordance with the criteria set out above:

KEY PERSONNEL OF UNIPOLSAI
Includes the Key Managers of UnipolSai, including the heads of the Key Functions:
<ul style="list-style-type: none"><li>- the Corporate General Manager;</li><li>- the Insurance General Manager;</li><li>- the Chief Financial Officer;</li><li>- the Chief Investment Officer;</li><li>- the Chief Information Officer;</li><li>- the Chief Human Resources and Organisation Officer;</li><li>- the Chief Planning and Controlling Officer;</li><li>- the Chief Property &amp; Casualty Officer;</li><li>- the Chief Life &amp; Health Officer;</li><li>- the Chief Commercial Officer;</li><li>- the Chief Claims Officer;</li><li>- the Chief Beyond Insurance Officer;</li><li>- the Responsible of the Life Department;</li><li>- the Reinsurance Manager;</li><li>- the Chief Risk Officer;</li></ul>

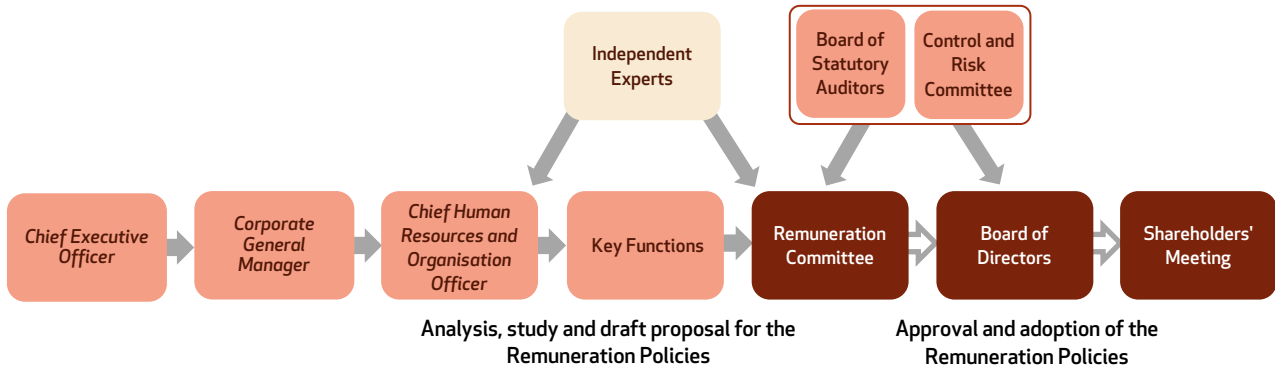
<ul style="list-style-type: none"> <li>- the Compliance and Anti-Money Laundering Manager;</li> <li>- the Audit Manager;</li> <li>- the Actuarial Function Manager.</li> </ul>
<p>Furthermore, it includes other people whose activities may have a significant impact on the Insurance Company's risk profile, identified on the basis of the above-illustrated criteria (known as Additional Key Personnel):</p>
<ul style="list-style-type: none"> <li>- the Chief Legal Officer;</li> <li>- the Responsible of the Real Estate Department;</li> <li>- the Responsible of the Finance Department;</li> <li>- the Tax Service Manager;</li> <li>- the Responsible of the Corporate Communication and Media Relations Department.</li> </ul>

The process described above is carried out at the beginning of each year and every time organisational and/or corporate changes make it necessary.

### 3. The decision-making processes on Remuneration Policies

The governance process adopted by UnipolSai attributes roles, duties and responsibilities in the Remuneration Policies approval procedure, also in accordance with the applicable laws and regulations and in line with the current corporate governance model, in a way that is compatible with the operational governance structure.

The main parties involved in that *procedure* are the following:



The paragraphs below describe in detail the role of each party involved in the decision-making processes regarding remuneration.

#### 3.1 The Shareholders' Meeting














The ordinary session of the Shareholders' Meeting of UnipolSai, relating to remuneration:

- establishes the annual remuneration due to the members of the board that it appointed;
- approves the Remuneration Policies, including the remuneration plans based on financial instruments in accordance with article 114-bis of the Consolidated Law on Finance;
- approves, with binding vote, Section I of the Report on the remuneration policy and on the compensation paid pursuant to Article 123-ter of the Consolidated Law on Finance;
- it expresses its decision with an advisory vote on the approval of Section II of the Report on the remuneration policy and on the compensation paid pursuant to Article 123-ter of the Consolidated Law on Finance.



## 3.2 The Board of Directors

The Board of Directors of UnipolSai, as at the date of drafting this Report, includes the following:

		Appointments, Governance and Sustainability Committee	Remuneration Committee	Control and Risks Committee	Related Party Transactions Committee
Carlo Cimbri	Chairman				
Fabio Cerchiali	Deputy Chairman				
Matteo Laterza	Chief Executive Officer				
Bernabò Bocca	Director				
Stefano Caselli	Director				
Mara Anna Rita Caverni	Director				
Giusella Dolores Finocchiaro	Director				
Rossella Locatelli	Director				
Maria Paola Merloni	Director				
Jean Francois Mossino	Director				
Milo Pacchioni	Director				
Paolo Pietro Silvio Peveraro	Director				
Daniela Preite	Director				
Elisabetta Righini	Director				
Antonio Rizzi	Director				



To this regard, please note that the mandate of the current Board of Directors was appointed with the Shareholders' Meeting called for 27 April 2022 to approve the Financial Statements at 31 December 2021.

The Board of Directors of UnipolSai, with the support of the Remuneration Committee, and having consulted with the Board of Statutory Auditors and the Control and Risk Committee for the matters they are responsible for, defines and reviews the Remuneration Policies on an annual basis, in accordance with the Group Remuneration Policies, and it is responsible for their correct application, ensuring the involvement of the Key Functions and the Chief Human Resources and Organisation Officer, also through the Corporate General Manager.

Additionally:

- it defines, on the basis of the proposals made by the Remuneration Committee, the remuneration of the Directors holding special offices, taking account of the guidance provided by the Parent Company;

- it also establishes the performance objectives related to the Variable Component of the remuneration of the Heads of the Key Functions, checking their degree of achievement, after hearing the opinion of the Control and Risk Committee and bearing in mind the policies dictated by the Parent Company;
- in accordance with the provisions of applicable laws, submits the disclosure on the Remuneration Policies to the Shareholders' Meeting for its approval;
- submits an adequate disclosure to UnipolSai's Shareholders' Meeting on implementation of the Remuneration Policies every year;
- decides, in accordance with the Remuneration Policies, any incentive plans, including those based on financial instruments to submit for the approval of the Shareholders' Meeting of UnipolSai.

The decision-making processes relating to UnipolSai Remuneration Policies are clear, recorded, transparent and include measures aimed at avoiding conflicts of interest.

### 3.2.1 Provision for exceptions to elements of the Remuneration Policies

As provided by article 123-ter, paragraph 3-bis of the Consolidated Law on Finance, if events occur that could influence the elements making up the Remuneration Policies adopted by UnipolSai (including but not limited to extraordinary transactions or transactions on capital relating to UnipolSai and/or the Unipol Group, mergers, regulatory amendments or to the scope of the Company and/or of the Unipol Group) or if there is a high level of discontinuity on the market (such as the occurrence of material variations in the national and/or international macroeconomic situation or of monetary policies) or if other exceptional circumstances occur, UnipolSai - subject to decision by the applicable bodies of the Parent Company as set out below - may temporarily make an exception to its Remuneration Policies, subject to complying with prevailing laws and regulations.

The optional exceptions can refer to the fixed and variable components of the remuneration, and in particular:

- the Pay-mix, criteria for defining potential bonuses and their methods of measurement;
- parameters used to assess achievement of the performance objectives;
- conditions for paying the Variable Remuneration;
- the payment or non-payment of the Variable Component, regardless of the conditions established respectively for its non-payment or payment;
- the specific clauses, such as *ex-post* correction mechanisms, Holding Period, etc.;
- the bringing forward or postponement of the dates of payment of the Variable Component with reference to what is provided for in paragraphs 5.2.2 and 6.3;
- compensation of the Corporate Bodies, also in relation to any changes in the corporate governance structure.

Furthermore, these optional exceptions may concern recognition of additional non-monetary benefits and the agreement and/or payment of indemnities envisaged for early termination of the office or termination of employment, and the minimum equity ownership requirements.

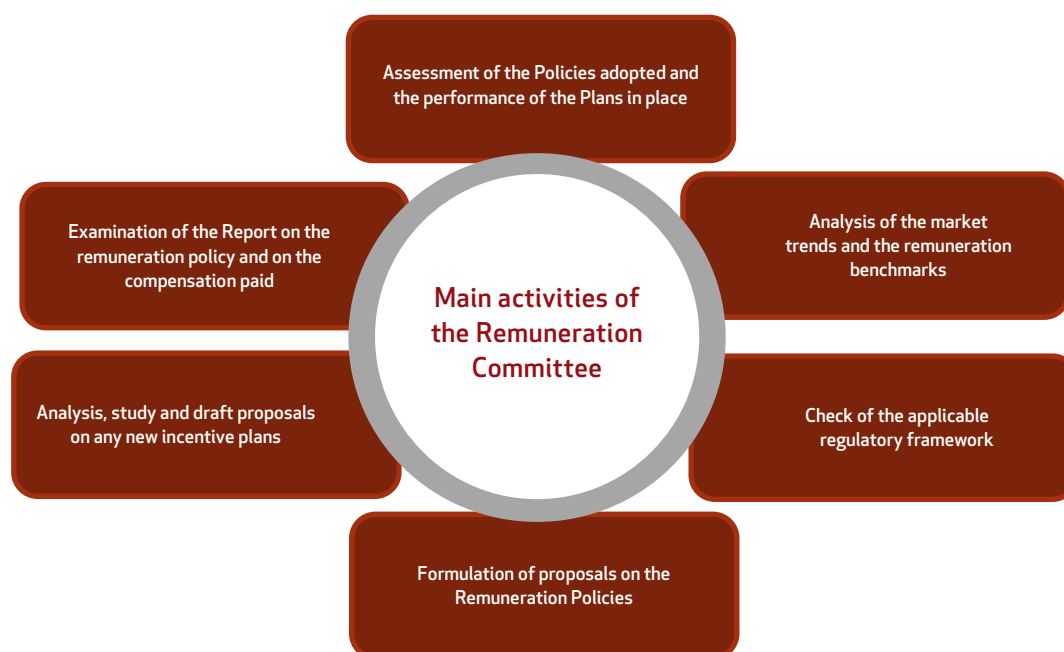
The Board of Directors of Unipol will have, subject to the approval of the Remuneration Committee, in accordance with the Board of Statutory Auditors and the Related Party Transactions Committee, in line with the Related Party Procedure, and to the extent of the responsibility of the corresponding bodies of UnipolSai that are involved, the right to make any exceptions considered necessary or advisable to the Remuneration Policies, in line with the aim of maintaining fairness and the overall consistency of the Remuneration Policies, or in order to pursue the long-term interests and the sustainability of the Company as a whole, or to ensure its ability to remain as a going concern on the market.

### 3.3 The Remuneration Committee

The Remuneration Committee established at UnipolSai supports the Board of Directors with this, by exercising investigative, advisory functions and making proposals, in particular:

- (i) performs consulting and advisory functions for the definition of Remuneration Policies in favour of the Corporate Bodies and Key Personnel, including compensation plans based on financial instruments;
- (ii) submits proposals and/or gives its opinion to the Board of Directors on the remuneration of the Directors who hold special offices, taking account of the guidance given by the Parent Company, as well as for setting up performance objectives related to the Variable Component of the remuneration, consistent with the Remuneration Policies;
- (iii) verifies the adequacy of the overall remuneration scheme in accordance with the applicable regulatory requirements;
- (iv) monitors the correct application of the Remuneration Policies and, in particular, the actual achievement of the performance objectives;
- (v) periodically submits the Remuneration Policies to be checked in order to guarantee their adequacy, overall consistency, also in the case of changes in the operations of the Company or in the market in which it operates;
- (vi) identifies potential conflicts of interest and the measures adopted to manage them;
- (vii) it ascertains the fulfilment of conditions for the payment of incentives to Key Personnel;
- (viii) provides adequate disclosure to the Board of Directors on the effective functioning of the Remuneration Policies;
- (ix) formulates opinions to the Board of Directors regarding the remuneration of the members of the Supervisory Board of the Company pursuant to Legislative Decree no. 231/2001;
- (x) expresses opinions to the Board of Directors in the case of exceptional circumstances and - where so provided - subject to activation of the Related Party Procedure, temporary exceptions to the Remuneration Policies.

The Remuneration Committee will meet on a regular basis, and with the frequency needed to carry out its functions in accordance with an annual calendar that generally follows the following cycle of activities:



The Remuneration Committee of UnipolSai in office on the date of publication of this Report was comprised of three non-Executive Directors, appointed by the Board of Directors at the meeting of 12 May 2022, all of whom possess the independence requirements required under the Corporate Governance Code, pursuant to article 16 of the Market Regulation adopted by CONSOB with resolution no. 20249 of 28 December 2017, previously article 37 of the Market Regulation adopted by Consob with resolution no. 16191 of 29 October 2007.

Further information on the work performed and the main issues handled by the UnipolSai Remuneration Committee in 2022 is contained in the Annual Report on corporate governance and ownership structures for the year 2022, which can be found in the Governance/Shareholders' Meetings Section on UnipolSai' website [www.unipolsai.com](http://www.unipolsai.com).

### **3.4 The Board of Statutory Auditors and the Control and Risk Committee**

In accordance with article 2389, paragraph 3 of the Civil Code, the Board of Statutory Auditors takes part in the meetings of the Remuneration Committee and expresses the opinions required by prevailing law with reference to the remuneration of the Directors holding special offices, checking the consistency with the general policies adopted by the Company.

The Control and Risk Committee gives the Board of Directors its opinion on the consistency of the remuneration of the heads of the Key Functions with the Remuneration Policies, on the assignment of the performance objectives for the short and long-term Variable Component of the same heads, and on their degree of achievement.

### **3.5 The Chief Executive Officer of UnipolSai**

In the current corporate governance structure, the Chief Executive Officer of UnipolSai, in agreement with the Chairman and in line with the Group Remuneration Policies:

- with the help of the Chief Human Resources and Organisation Officer also through the Corporate General Manager, provides the Remuneration Committee with instructions for the formulation of proposals to be submitted to the Board of Directors with respect to the Policies of UnipolSai and of the Group's Insurance Segment;
- defines the pay package of the Key Managers of UnipolSai (with the exception of the Head of the Audit Function), setting the performance objectives correlated with the Variable Component. With regard to the performance objectives envisaged for the heads of the Key Functions, the provisions of paragraph 7 shall apply.

In the current corporate governance structure, If the Chief Executive Officer of UnipolSai is in a situation of potential conflict of interest in exercising the functions listed above, the functions shall be exercised, in his stead, by the Deputy Chairman.

### **3.6 The Chief Human Resources and Organisation Officer**

The Chief Human Resources and Organisation Officer, on the basis of the strategic guidelines provided by the General Manager of Unipol through the Corporate General Manager, will be in charge of instructing and governing the process to formulate the proposals relating to the Remuneration Policies and will oversee the implementation, involving other functions where necessary and/or advisable.

### **3.7 The Key Functions**

The Key Functions are involved, to the extent of their respective responsibilities, both in the prior stage of defining the Remuneration Policies, and in the subsequent stage of checking them; this is also in order to check any amendments made to the riskiness or the contribution to the Company risk profile.

To that end, inter alia:

- the Chief Risk Officer, responsible for the Risk Management activities, will help ensure that the Remuneration Policies are consistent with the risk appetite, also through the definition of appropriate risk indicators and verification to ensure they are used properly;
- the *Compliance and Anti-Money Laundering* Function will check to ensure compliance with the objectives of complying with the self-regulatory provisions and prevailing laws in order to prevent and reduce the legal and reputational risks, and with regard to managing the risk of money-laundering, check to ensure the Remuneration Policies do not contain provisions that could potentially counteract the purpose of controlling and preventing said risk;
- the *Audit* function checks to ensure the correct application of the Remuneration Policies with a view towards effectiveness and safeguarding the Company's capital.

The above-mentioned functions refer to the results of the checks carried out by the applicable bodies in charge of adopting any corrective measures; the results of the checks carried out are also brought to the attention of the Shareholders' Meeting of UnipolSai every year as part of the disclosure on the application of the Remuneration Policies.

### 3.8 Independent Experts

To prepare the Remuneration Policies, UnipolSai availed itself of the consultancy of *Willis Towers Watson*, in their capacity of independent experts, as a function of the contribution relating to the remuneration analysis made, and the third-party and independent assessment to define the incentive system and Remuneration Policies.

## 4. Market practices

UnipolSai monitors the main market practices in the area of remuneration through benchmarking in order to check the competitiveness of the Remuneration on offer.

In particular, UnipolSai availed itself of the support of *Willis Towers Watson* to make analyses aimed at collecting market practices relating to remuneration for the figures of the Top Management, considering similar positions identified within a peer group of 16 Italian and European companies of the Financial Services sector, with particular attention paid to the companies operating in the insurance sector.

This peer group of companies deemed comparable with UnipolSai was selected in light of the following criteria:

- Listing country
- Sector
- Economic size
- Organisational size
- Equity capitalisation
- Complexity of organisation and business

Peer Group	
Aegon	Munich Re
Allianz	NN Group
Assicurazioni Generali	Poste Italiane
Aviva	Societe Generale
AXA	Swiss Life
Deutsche Bank	Swiss Re
Intesa Sanpaolo	Unicredit
Mapfre	Zurich Insurance Group

Every year UnipolSai performs remuneration benchmarks for the Key Managers with the support of primary consulting companies of the sector aimed at collecting the market practices in the sector.

## 5. Remuneration Policies for the Corporate Bodies

The Remuneration Policies for the Corporate Bodies are defined for the following roles:

- Board of Directors, or:
  - Chairman of the Board of Directors;
  - Deputy Chairman of the Board of Directors;
  - Chief Executive Officer;
  - Directors who do not hold special offices;
- Board of Statutory Auditors.

### 5.1 The remuneration of the Chairman and the Deputy Chairman of the Board of Directors

The remuneration of the Chairman and the Deputy Chairman of the Board of Directors includes a fixed salary decided by the Board of Directors, subject to the opinion of the Remuneration Committee and the Board of Statutory Auditors, in line with what was defined by the Shareholders' Meeting.

The following salaries were established for the position of Chairman and Deputy Chairman of the Board of Directors of UnipolSai for the 2022-2024 term of office:

	Chairman of UnipolSai	Deputy Chairman of UnipolSai
Salary pursuant to article 2389, paragraph 3 of the Civil Code	Euro 1,000,000	Euro 100,000

In accordance with the provisions of the law, the Chairman and the Deputy Chairman will not take part in the voting that relates to decisions on their salaries and will not take part in the board meeting relating to that topic.

There are also certain Benefits - as set out in paragraph 5.2 - completing the remuneration package, in accordance with applicable laws, taking account of market practices and according to what was provided for Directors holding special offices.

Insurance cover will also be provided covering the risks connected to third-party liability deriving from legal and contractual obligations inherent in the office of Director and the related legal protection (i.e. D&O Policy).

### 5.2 The remuneration of the Chief Executive Officer of UnipolSai

The remuneration policy for the year 2023 for the Chief Executive Officer, currently held by Mr. M. Laterza, who also holds the position of General Manager of Unipol Gruppo, is defined consistently with the Group Remuneration Policies, in line with the Group strategy.

## 5.2.1 Fixed Component

The Fixed Component remunerates the extent and level of responsibility, the complexity of what has to be managed, the experience required for the job and the delegated authority; it also remunerates the skills, abilities and experience held. The Fixed Component is also calculated by taking account of the market benchmark.

	<b>Chief Executive Officer of UnipolSai</b>
<b>Salary pursuant to article 2389, paragraph 3 of the Civil Code</b>	<b>Euro 1,000,000</b>

In addition to the fixed annual remuneration approved by the Board of Directors, pursuant to art. 2389, paragraph 3, of the Italian Civil Code, the Fixed Component includes the fixed annual remuneration as Director resolved by the Shareholders' Meeting.

## 5.2.2 Variable Component

For the purposes of the 2023 Remuneration Policies, the payment by UnipolSai of a short and/or long-term variable component is not envisaged, taking into account the participation of Mr. Laterza in the UVP Incentive System of the Parent Company, in his capacity of General Manager of the same, subject to the achievement of the individual objectives assigned to him by the Board of Directors of the same Unipol. These objectives are mainly linked to targets pertaining to UnipolSai, in consideration of the role of Chief Executive Officer of the same held by Mr. Laterza, as well as the nature of the Company as the main asset of the Unipol Group.

## 5.2.3 Benefits

As for the Directors holding special offices, supplementary Benefits (such as, by way of example but not limited to, lodging, car, etc.) can also be given to the Chief Executive Officer.

Insurance cover will also be provided - as provided for the Directors - covering the risks connected to third-party liability deriving from legal and contractual obligations inherent in the office of Director and the related legal protection (i.e. D&O Policy).

## 5.2.4 Severance

There are no agreements in place at the moment regarding any compensation in the event of resignation, revocation of the office/job or termination of the same.

At the moment, there are no non-compete agreements in place, or no allocation or maintenance of non-monetary benefits, and there are no consultation contracts in place for a period following the termination of the mandate.

## 5.3 The remuneration of Directors

The annual compensation of the Directors in accordance with article 2389, paragraph 1 of the Civil Code - determined as a fixed amount - was decided upon by the Shareholders' Meeting on 27 April 2022 for the Directors presently in office; in addition to this, along with reimbursement for expenses incurred to carry out the office, an attendance fee for each meeting of the board of directors and corporate shareholders' meeting attended is provided. The company of which they are Directors also covers the cost of insurance covering the risks connected to third-party liability deriving from legal and contractual obligations inherent in the office of Director and the related legal protection (i.e. D&O Policy).

More specifically, the following amounts were decided upon for the 2022-2024 term of office of the Board of Directors of UnipolSai:

	UnipolSai Directors
Salary pursuant to article 2389, paragraph 1 of the Civil Code	Euro 75,000
Attendance fee for board meetings or shareholders' meetings	Euro 500

For Directors members of board committees, the Board of Directors defines a fee for the office held, without the recognition of additional fees for participation in the meetings of said committees. The reimbursement of out-of-pocket expenses incurred for the performance of the office is also recognized.

For the Company, for the 2022-2024 mandate, the following remuneration is envisaged:

	Appointments, Governance and Sustainability Committee	Remuneration Committee	Control and Risk Committee	Related Party Transactions Committee
Chairman	Euro 40,000	Euro 30,000	Euro 60,000	Euro 30,000
Other components	Euro 30,000	Euro 20,000	Euro 40,000	Euro 20,000

Non-executive Directors are not provided with any Variable remuneration Component; on the other hand, after consulting with the Board of Statutory Auditors, Executive Directors may be recognised a short and/or long-term variable remuneration component, subject to the criteria set forth in the Company's incentive system.

After consulting with the Board of Statutory Auditors, the Board of Directors may provide additional fixed remuneration to Directors holding special offices; such Directors may also be provided supplementary Benefits relating to lodging and/or the use of company vehicles.

With regard to the criteria and procedures for the recognition of any end-of-office compensation, it will be possible to provide for its assignment in compliance with regulations in force, and in any event subject to a Board of Directors decision based on a Remuneration Committee proposal. Note, however, that to date there are no such arrangements in place with any Director.

## 5.4 The remuneration of the Board of Statutory Auditors

The annual compensation of the members of the Board of Statutory Auditors is determined as a fixed amount, and is adequate to the skills, professional competence and commitment required by the significance of the role covered, and there is a difference between Statutory Auditors and the Chairman of the Board of Statutory Auditors; this is added to the reimbursement of the expense incurred to exercise the function. The Company also covers the cost of insurance covering the risks connected to third-party liability deriving from legal and contractual obligations inherent in the office of Statutory Auditor and the related legal protection (i.e. D&O Policy).



The annual compensation for Statutory Auditors of UnipolSai was established by the Shareholders' Meeting of 28 April 2021 for the 2021-2023 term of office, as follows:

	<b>Chairman of the Board of Statutory Auditors of UnipolSai</b>	<b>Statutory Auditor of UnipolSai</b>
<b>Fixed salary pursuant to article 2402 of the Civil Code</b>	Euro 100,000	Euro 75,000

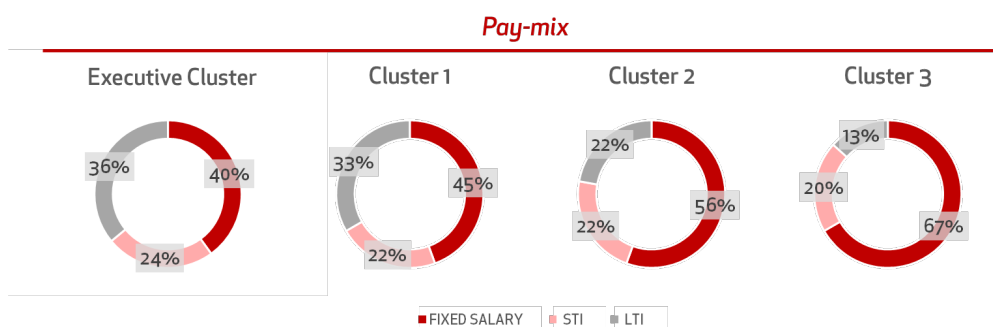
Statutory Auditors are not paid any Variable Remuneration.

## 6. The remuneration of the Key Personnel

The Remuneration of the Key Personnel, including the Managers with Key Responsibilities, and the heads and persons at higher levels of the Key Functions, with a management qualification, includes a Fixed Component, a Variable Component and Benefits in accordance with the terms and conditions specified below.

### 6.1 Pay-mix

The theoretical Pay-mix, calculated considering the maximum payable Potential Bonus for each Cluster, as stated in paragraph 6.3, follows.



### 6.2 Fixed Component

The Fixed remuneration Component is determined, in addition to that envisaged by the applicable National Collective Labour Agreements, also by the following fundamental parameters:<sup>5</sup>

- importance of the assigned position;
- complexity of the role covered;
- significance of the responsibilities attributed;
- the qualitative weight of the skills possessed and acquired;
- alignment with sector and comparable market benchmarks.

The Fixed Component, determined on the basis of achieving the maximum level of the above-mentioned parameters, may remain unaltered even if the role changes.

In any case, this component is sufficient for remunerating the Manager also should the Variable Remuneration not be paid.

<sup>5</sup> Including any Fixed Role Indemnities.

## 6.3 Variable Component

### 6.3.1 Breakdown of the Managers into Clusters

Key Personnel who qualify as managers and the remaining management personnel of the Company are broken down into Clusters, related to the weight of the organisational position, the significance and complexity of the role and of the position. The “weight” is measured using a method certified by leading specialist companies in the area of Human Capital and recognised at international level.

In particular:

- the Executive Cluster includes the Top Executives (General Managers, and other Managers, identified each time, who hold positions of particular organisational importance) and the Key Managers to whom the highest responsibilities are given;
- the holders of roles with high levels of complexity and organisational importance and other Key Managers are included in the 1st Cluster;
- the holders of roles with specific organisational significance and the remaining Key Managers are included in the 2nd Cluster;
- the remaining holders of management roles are included in the 3rd Cluster.

Allocation to the Cluster is made on the proposal of the Chief Human Resources and Organisation Officer, who uses the most appropriate methods to weigh the positions present on the market as specified above, and the approval of the Corporate General Manager. The allocation to the Cluster is updated and revised at least once a year.

Different approaches are taken in the breakdown into Cluster compared to the Remuneration Policies, including the different structuring and quantification relating to the Potential Bonus as described in paragraph 6.1 (i.e. Pay-mix).

Within the same Cluster, the criteria for assigning the Potential Bonus take into account the complexity of the organisational position, the professional family, the type of role, the level of responsibility assigned and the seniority matured in the role. The UVP System provides the assumptions and criteria for determination of the Potential Bonus, whose maximum annual measurement is determined as a percentage of the Annual Gross Remuneration of the Recipient on 31 December of the Year of Accrual.

The reference Cluster is the one that the Recipient is assigned to over a time period mainly in the Year of Accrual.

### 6.3.2 The variable incentive system

The recognition of the Variable remuneration Component is governed by the UVP System, aimed at developing a sustainable performance culture, which relates the results of the Group and UnipolSai to the individual performances.

In line with what is requested under applicable laws on remuneration policies, the UVP System aims to reward the results achieved in the short and long term, sustainability and the creation of value for the Shareholders of UnipolSai, supporting the Strategic Plan.

The performance objectives - i.e. the economic results and any other specific objectives to which the disbursement of the Variable Component is connected - are pre-established, objective, measurable and linked to the creation of value for the Shareholders also over the long term; in addition, the payment of a relevant portion of the Variable Component is deferred for an adequate length of time with respect to when it accrues. The measurement of that portion and the duration of the Deferral period are in line with the position held.

The principles described above, in addition to the independence criteria of the Variable Component of heads and higher level staff of the Key Functions from the results achieved by the operating units subject to their control and how dependent said component is on achieving the

objectives connected to the effectiveness and quality of the control action on condition that they are not the source of conflicts of interest.

The Recipients of the UVP System are those who, in the Year of Accrual, have been employed for at least six months, applying the effects of the participation in the UVP System on a *pro rata* basis.

The UVP System applies in accordance with differentiated criteria in accordance with:

- (i) the classification of the Recipient as a Key Personnel member on condition that said classification was attributed to the Recipient over a time period mostly in the Year of Accrual;
- (ii) the role of the Recipient, provided that the role is covered over a time period mostly in the Year of Accrual.<sup>6</sup>

The actual applicability of the UVP System to the individual Recipient is determined in accordance with the professional service actually and mainly provided by the Recipient in a company (also if "seconded out"), with the contractual affiliation not being relevant for the purposes of the UVP System.

The Seconding Company defines and sets the final individual objectives in association with the Host Company or Companies. Where there is equivalence between the professional services actually provided within the Group, two parallel pro-rata assessments will normally be carried out, unless otherwise considered on a case-by-case basis.

The Potential Bonus, as set out in detail in the table below, is organised into the following components:

- (i) a STI component, whose payment is entirely in **monetary** form;
- (ii) an LTI component, whose payment is entirely in **financial instruments** (Unipol Shares and UnipolSai Shares).

**Table 1**

	Potential Bonus					
	Total Bonus	% vs. Fixed Component			% weight compared to Total Bonus	
		STI	LTI	STI (Up-front)	LTI (Deferred)	
<b>Executive Cluster</b>	from 100% to 150%	from 50% to 60%	50% to 90%	50% to 40%	50% to 60%	
<b>1st Cluster</b>	from 80% to 125%	from 40% to 50%	40% to 75%	50% to 40%	50% to 60%	
<b>2nd Cluster</b>	from 50% to 80%	from 25% to 40%	25% to 40%	50% to 50%	50% to 50%	
<b>3rd Cluster</b>	from 30% to 50%	from 20% to 30%	10% to 20%	66% to 60%	33% to 40%	

The Managers included in the 3rd Cluster, if they belong to the Key Personnel, are beneficiaries of a potential Bonus equally divided between STI Bonus (50% up-front and in monetary form) and LTI Bonus (50% deferred and in Shares).

<sup>6</sup> Without prejudice to any interim changes in role from or to positions working at the Key Functions.

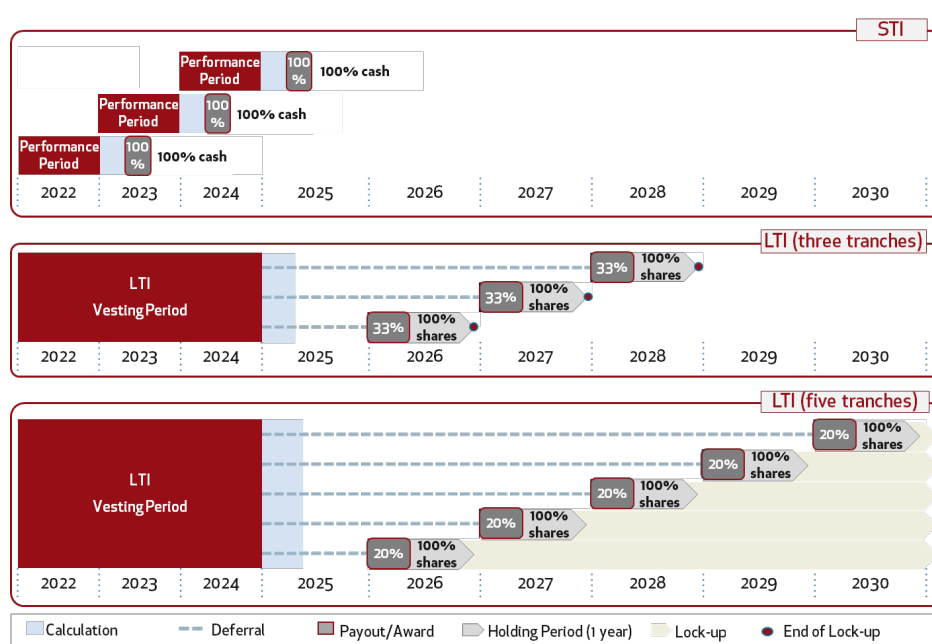
In accordance with the IVASS Guidelines, the Variable Remuneration to be allocated to the Executive Cluster Managers and the 1st Cluster Managers was identified as a Particularly High Variable Component due to its percentage to the fixed salary.

The STI component, if the Group objectives are achieved, is disbursed entirely in monetary form in the year following the Year of Accrual.

The LTI component, if the Group objectives are achieved, will be paid starting from 2026, entirely in financial instruments:

- in five annual pro rata tranches for the Recipients to which what provided for regarding the Particularly High Variable Component is applied;
- in three annual pro rata tranches for the remaining Recipients.

### UVP System: Overall STI and LTI Pay-out for Managers



The Malus and Claw-back clauses apply, as defined in paragraph 10.

#### 6.3.2.1 Short-Term Bonus (STI)

The access to the STI Bonus of the UVP System is subject to the achievement of objectives that take account of current and prospective risks connected to the pre-established results of the Unipol Group and UnipolSai and related charges in terms of cost of capital used and the necessary cash.

Two conditions of access are therefore provided for, linked to Group objectives:

- achieving at least 90%<sup>7</sup> of the Consolidated Gross Profit<sup>8</sup> objective of the Unipol Group pursuant to the budget approved by the Parent Company for the Year of Accrual;

<sup>7</sup> For Managers who do not fall under the category of Key Personnel, the minimum threshold to achieve the Consolidated Gross Profit objective needed for access to the UVP System amounts to 80% of the budget approved by the Company for the Year of Accrual.

<sup>8</sup> Without prejudice to any amendments and/or additions, decided by the competent corporate bodies in compliance with the provisions of the Remuneration Policies, resulting from factors not related to the ordinary industrial management of individual businesses.

- the existence of a consolidated coverage ratio of the prudential requirements (capital adequacy) of Unipol Gruppo calculated according to the Solvency II metrics<sup>9</sup>, equal to Risk Appetite established in the Risk Appetite Statement approved for the Year of Accrual by the competent bodies as a condition for full determination of the Actual Bonus; a result included between Risk Appetite and Risk Tolerance approved by the Administrative Body in the Risk Appetite Statement reduces the Actual Bonus 25%, which instead is taken to zero should said result be lower than Risk Tolerance.

It will also be necessary for UnipolSai to check the two access conditions linked to the Company objectives:

- achievement of the objective of 90%<sup>10</sup> of the IAS Individual Gross Profit <sup>11</sup>as per the budget approved for the Year of Accrual;
- the existence of an Individual solvency ratio of the prudential requirements (capital adequacy) calculated according to the UnipolSai<sup>12</sup>Solvency II metrics, equal to Risk Appetite established in the Risk Appetite Statement approved for the Year of Accrual by the decision-making competent bodies.

The failure of even one of the above-mentioned conditions to be met will result in resetting to zero any Variable Incentive coming from the UVP System for the Year of Accrual.

Table 2

2023 STI Bonus		
2023 Access conditions schedule and thresholds		
Gate	Measurement	Level of potential Pay-out
Consolidated Gross Profit of Unipol	<90% of the objective	0%
	≥ 90% of the objective	100%
Consolidated coverage ratio of the prudential requirements (capital adequacy) of Unipol - Solvency II	< Risk Tolerance	0%
	< Risk Appetite and ≥ Risk Tolerance	25% reduction
	≥ Risk Appetite	100%
IAS individual Gross Profit of UnipolSai S.p.A.	<90% of the objective	0%
	≥ 90% of the objective	100%
Coverage ratio (capital adequacy) of UnipolSai S.p.A. - Solvency II	< Risk Appetite	0%
	≥ Risk Appetite	100%
↓		
2023 STI objectives scorecard		

<sup>9</sup> Solvency Ratio calculated according to the approved regulatory approach and subject to review when legislation on the subject in force at the time changes.

<sup>10</sup> For Managers who do not fall under the category of Key Personnel, the minimum threshold to achieve the IAS Individual Gross Profit objective needed for access to the UVP System amounts to 80% of the budget approved by the Company for the Year of Accrual.

<sup>11</sup> Without prejudice to any amendments and/or additions, decided by the competent corporate bodies in compliance with the provisions of the Remuneration Policies, resulting from factors not related to the ordinary industrial management of individual businesses.

<sup>12</sup> Solvency Ratio calculated according to the approved regulatory approach and subject to review when legislation on the subject in force at the time changes. For the Insurance Companies that at the time the Policies are approved have obtained approval by the Supervisory Authority to use the Partial Internal Model to calculate the regulatory solvency, the solvency ratio is calculated using the Partial Internal Model; for the other Insurance Companies, the solvency ratio is calculated applying the Standard Formula (without prejudice to adoption by the same Insurance Companies of the Partial Internal Model, if approved during the year 2023).

The Key Personnel and in general the Recipients of the UVP System every year are assigned economic-financial and non-financial objectives, both qualitative and quantitative, and each of these is associated with a relative weight.

The set of these objectives and their respective weightings is identified in line with the Group's main strategic objectives, which are defined through a Group Strategic Scorecard, composed of economic-financial objectives for a total weighting of 60% (which includes the Group's Consolidated Gross Profit objectives, as identified in the Budget for the accrual year, and the Group Solvency Capital Requirement, as approved by the competent decision-making bodies) and non-economic-financial objectives linked to the Strategic Plan for a total weighting of 40% (which also includes an "ESG" Environment, Social and Governance area objective measured using the RepTrak<sup>®13</sup> model with a weight of 10%). This structure of the strategic sheet, which is assigned to the Group's top, is also preparatory to developing the top-down cascading of the Management and/or Function objectives on Top Management and then to the other Managers of the Group and of the Subsidiaries.

Group and/or Company economic-financial objectives, specific objectives of one's Department or Function and non-financial objectives, which also include ESG objectives, differentiated based on the level of hierarchical-organisational responsibility are envisaged.

Such targets are structured in line with the Company's strategic targets and in a consistent manner with the risk profiles established for UnipolSai.

**Table 3**

	Top Management <sup>14</sup>		Other Managers
20-25%	Group and/or UnipolSai Gross Profit	20%	Group and/or UnipolSai Gross Profit
20-25%	Solvency capital requirement of UnipolSai - Solvency II	30%	Objective of UnipolSai/Department/Area
20-30%	Objective of UnipolSai/Department/Area	20%	Objectives of Function
20%	Objectives of UnipolSai/Department/Area (also non economic-financial)	20%	Objectives of Function (also non economic-financial)
10%	ESG: RepTrak <sup>®</sup>	10%	ESG: RepTrak <sup>®</sup>

Commitment-compliance objectives defined by the "Guidelines for responsible investing", consistently with the provisions of Regulation (EU)/2019 2088, are established for the functions specifically involved in the financial investment decision-

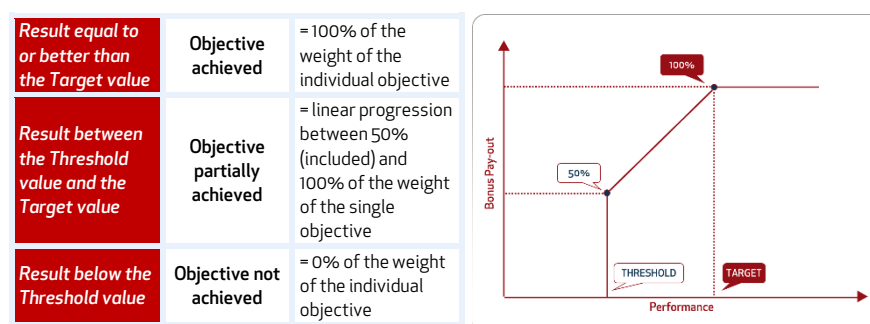
<sup>13</sup> RepTrak<sup>®</sup>: meant as the reputational profile of the Unipol Group in the Year of Accrual of the incentive system, to compare with the profile registered by the financial-insurance sector as a whole.

<sup>14</sup> Attributed weighting of the objectives varies according to the role and the professional family.

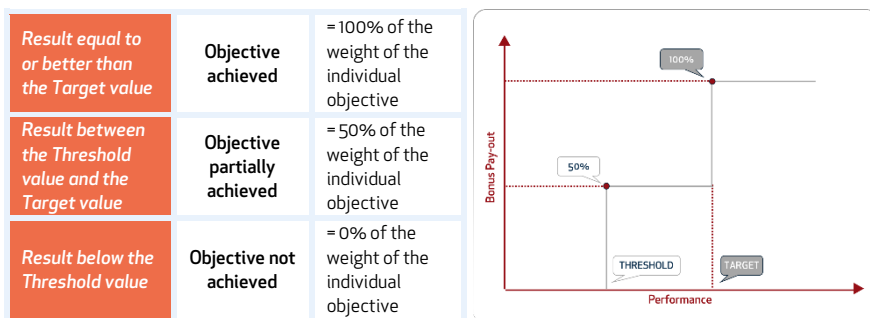
making processes in order to guarantee monitoring of sustainability risks, in particular environmental and climatic risks as well as to contain potential negative effects of the investment decisions on the sustainability factors.

According to the contents in the STI objectives scorecards, a target performance level is determined for each objective, upon attainment of which 100% of the weight associated with that objective is awarded; a threshold performance level may also be identified, upon failure to attain which the corresponding weight is set at zero. For intermediate performance levels between the threshold and the target performance levels, the measurement of each individual objective can take place by applying a linear progression between the threshold and the target performance level, or a scale between the threshold and the target performance level, as illustrated in the figures below:

Linear progression (applicable, for example, to the profitability objective):

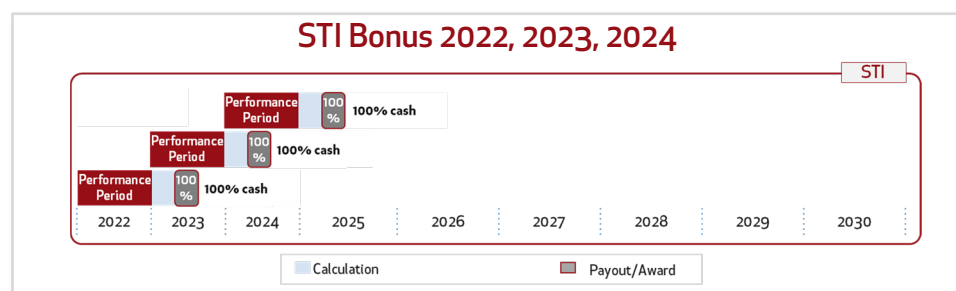


Scale between the threshold and target performance level (applicable, for example, to the Capital Solvency objective):



For objectives for which there is no threshold performance level (applicable, for example, to the ESG objective), 100% of the weight associated with the target performance level is recognised upon achieving the target performance level, vice versa the corresponding weight is reduced to zero upon not achieving the target performance level.

The overall Individual Performance Level is obtained by adding together the performance values of the individual objectives, determined as set out above. The minimum Individual Performance Level for payment of the STI Bonus, given by the weighted sum of the results obtained from the individual objectives, is equal to 40 percentage points.



Any disbursement of the STI Bonus will be made entirely by May of the year following the Year of Accrual (i.e. by May 2024 for the STI 2023 Bonus).

The Malus and Claw-back clauses apply to the STI Bonus, as defined in paragraph 10.

### 6.3.2.2 Long-Term Bonus (LTI)

After the end of the Three-Year Accrual Period, the UVP System envisages payment of an LTI Bonus whose amount is determined (as illustrated herein) proportionately to the Individual Performance Levels achieved in the Three-Year Accrual Period (at least equal to 40 percentage points), subject to the access condition being satisfied.

The LTI Bonus is attributed by virtue of a closed plan, based on the free assignment of Shares based on the achievement of Group performance objectives divided over the 2022-2024 three-year period.

The number of Shares that can be attributed is calculated by comparing 50% of the Potential Bonus with the average value of the Unipol ordinary share recorded in January 2022, and the remaining 50% with the average value of the UnipolSai ordinary share recorded in the same month of January 2022.

Access to payment of the LTI Bonus is not only conditioned by the STI performances achieved during the Three-Year Accrual Period, but is also subject to the existence of a consolidated coverage ratio of the prudential requirements (capital solvency) of Unipol Gruppo calculated according to the Solvency II<sup>15</sup> metrics, equal to the Risk Appetite established in the Risk Appetite Statement approved for the last year of the Three-year Accrual Period by the decision-making competent bodies.

Table 4

LTI Bonus 2022 - 2024		
Access condition and threshold at the end of the Three-Year Accrual Period (2022-2024)		
Gate	Measurement	Level of potential Pay-out
Consolidated coverage ratio of the prudential requirements (capital adequacy) of Unipol - Solvency II	< Risk Appetite	0%
	≥ Risk Appetite	100%
↓		
LTI 2022-2024 objectives		

<sup>15</sup> Solvency Ratio calculated according to the approved regulatory approach and subject to review when legislation on the subject in force at the time changes.

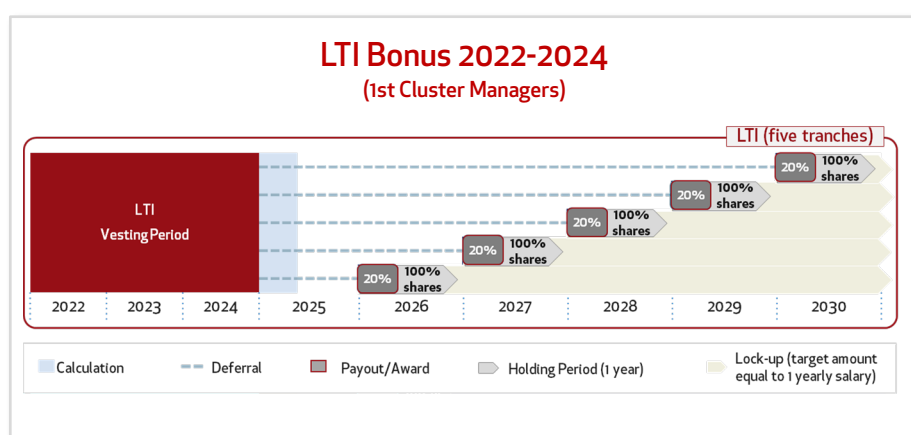
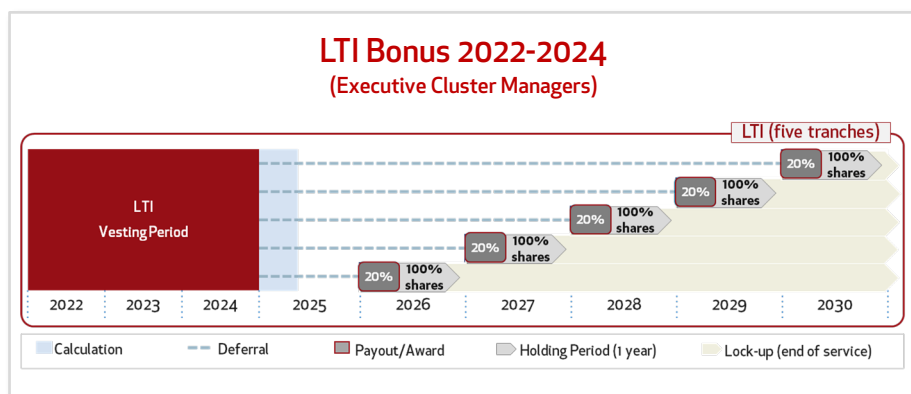


As shown in the following table, the long-term performance level is equal to the weighted sum of the Pay-out level of the individual objectives. The size of the Actual LTI Bonus is proportionately related not only to the achievement - also separately - of the long-term performance objectives but also to the Individual Performance Levels achieved in the Three-Year Accrual Period (at least equal to 40 percentage points)

**Table 5**

Driver	Weight	LTI 2022-2024 objectives	Measurement	Pay-out level		
				< Threshold	Between Threshold and Target	≥ Target
Economic-financial performance (60%)	35%	Unipol Group Consolidated Gross Profit accumulated over years 2022, 2023 and 2024	Comparison between the Measured Cumulative Consolidated Gross Profit and the Target Cumulative Consolidated Gross Profit according to the Strategic Plan. (Threshold level = 80% of Target)	0%	50%	100%
	25%	Solvency II solvency capital requirement of Unipol in the Three-Year Period	Comparison between the measured Solvency Ratio in the Three-Year Period and the Target Solvency Ratio defined by the decision-making bodies in the Strategic Plan three-year period. (Threshold level = Risk Appetite set by the decision-making bodies in the Strategic Plan three-year period)	0%	50%	100%
Creation of value for Shareholders (20%)	20%	Absolute Total Shareholder Return of Unipol Gruppo measured in the 2022-2024 three-year period	TSR measured taking into account both the change in the listing (ratio between the daily average of the Unipol Share price in the first two-month period of 2025 and the daily average in the two months before the date of presentation of the Strategic Plan) both of the dividends distributed and re-invested in the Share at the coupon detachment date. (Threshold level and Target level = values set by the decision-making bodies in line with the Strategic Plan)	0%	50%	100%
ESG sustainability (20%)	15%	Climatic and Finance Strategy for the SDGs: • Emissions from instrumental property • Thematic investments	<ul style="list-style-type: none"> <li>Reduction of Scope 1 and 2 greenhouse gas emissions of Unipol Group property, in line with climatic science-based objectives.</li> <li>Increase in the amount of thematic investments in support of the UN 2030 Agenda.</li> </ul> (Target level = value set by the decision-making bodies in line with the Strategic Plan)	0%	No threshold value is envisaged	100%
	5%	Gender Pay Gap	Containment at the end of the Three-Year Accrual Period of the gender pay gap on the Unipol Group scope under a threshold value. (Target level = value set by the decision-making bodies in line with the Strategic Plan)			

For the Recipients to whom what is envisaged regarding the Particularly High Variable Component applies, the annual amount of the LTI Bonus is given by one-fifth of the amount of the Actual LTI Bonus accrued in the Three-Year Accrual Period (as shown in the chart below). Any disbursement will be on a pro rata basis by March of each of the years 2026, 2027, 2028, 2029 and 2030.

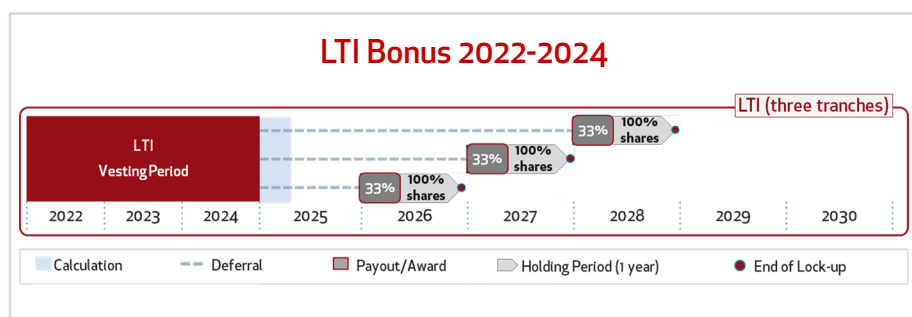


The LTI Bonus is entirely attributed in Shares, to which a Holding Period lasting one year applies, which starts when the Shares become materially available to the Recipient<sup>16</sup> (see following paragraph, "Share ownership guidelines"). This duration is considered adequate in relation to the characteristics of the result measurement systems to measure the risks taken on in the various business units, including the risk-adjustment mechanisms.

For the Recipients to whom the provisions regarding the Particularly High Variable Component do not apply, the LTI Bonus is attributed in three annual tranches, each of which is equal to a third of the amount of the Actual LTI Bonus accrued in the Three-Year Accrual Period, re-proportioned on the basis of whether the long-term objectives have been achieved, as illustrated in Table 5 (or Table 6 with reference to the Heads of Key Functions). Any disbursement will be on a pro rata basis by March of each of the years 2026, 2027 and 2028, as illustrated below.

<sup>16</sup> Without prejudice to the possibility of "sell to cover" (sale of the securities necessary to procure the liquidity necessary to fulfil tax charges arising from the attribution of the securities).

The size of the Actual LTI Bonus is proportionately related not only to the achievement - also separately - of the long-term performance objectives illustrated in Table 5 (or Table 6 with reference to the Heads of Key Functions), but also to the Individual Performance Levels achieved in the Three-Year Accrual Period (at least equal to 40 percentage points).



A Holding Period lasting one year, which starts when the Shares become materially available to the Recipient<sup>17</sup>, applies to attributed Shares (see following paragraph, "Share ownership guidelines").

The Malus and Claw-back clauses apply to the LTI Bonus, as defined in paragraph 10.

### 6.3.2.3 The process for the assignment, assessment and final measurement of the targets

The process of assignment, evaluation and final calculation of the objectives<sup>18</sup> will be carried out by the direct hierarchical superior of the Recipient, the top manager, the Corporate General Manager - who will use the support of the Chief Human Resources and Organisation Officer - and the Chief Executive Officer of UnipolSai. When assigning targets, the Recipient is made aware of the Remuneration Policies applied to him/her. By signing off for this purpose, the Recipient declares knowledge of the contents and acceptance of the mentioned documentation.

The Group Remuneration Policies and the Remuneration Policies of the Sector and/or Companies are in any case disclosed to all Recipients through publication on the company intranet.

In the measurement process, the aforesaid bodies shall also duly take account of the total individual contribution provided for the good operation of the entity, in a broader framework of consistency and overall stability of the corporate system.

In the process of assignment, measurement and recognition for all Recipients not operating within Key Functions, use is made of the contribution of the Chief Risk Officer, responsible for the Risk Management activities, and of the Chief Planning Department & Controlling Officer for the prior and subsequent check of the quantitative indicators.

The size of the STI and LTI Bonuses to be paid shall be defined at the end of all the steps prescribed by the assessment and final measurement process.

### 6.3.2.4 Terms of disbursement

The monetary component related to the STI Bonus amount and attribution of the LTI Shares owed will be disbursed, in the terms indicated above<sup>19</sup>, on condition that at the

<sup>17</sup> Without prejudice to the possibility of "sell to cover" (sale of the securities necessary to procure the liquidity necessary to fulfil tax charges arising from the attribution of the securities).

<sup>18</sup>As described in detail in the implementing Regulation of the UVP System.

<sup>19</sup>As described in detail in the implementing Regulation of the UVP System.

date of payment the Recipient is actually employed by UnipolSai or another Unipol Group company, subject to the following<sup>20</sup>:

1. The amount of the monetary component to disburse relating to the amount of STI Bonus due is recalculated on a pro rata basis on the basis of the number of entire months actually spent in service by the Recipient in question, for:
  - i. Recipients who no longer work with UnipolSai and/or other companies in the Unipol Group during the Year of Accrual of the Bonus amount, due to the effect of the accrual of the right to an old-age pension or other pension right accruals, provided that they were adopted at the initiative of the company by recourse to legislative or contractual provisions;
  - ii. Recipients who no longer work with UnipolSai and/or with other Unipol Group companies during the Year of Accrual of the Bonus amount due to an agreement with the employer on the basis of what is defined in the previous agreement;
  - iii. Recipients involved in extraordinary corporate transactions resulting in the transfer of ownership of the controlling interest of the Company of which they are employees to another party not belonging to the Unipol Group, concluded during the Year of Accrual of the Bonus portion.
2. In the following cases<sup>21</sup>, Shares relating to the LTI Bonus portions will be attributed:
  - i. to the Recipients who no longer work with UnipolSai and/or other companies in the Unipol Group, starting from 31 December of the last year of the Three-Year Accrual Period, due to the effect of the accrual of the right to an old-age pension or other pension right accruals, provided that they were adopted at the initiative of the company by recourse to legislative or contractual provisions;
  - ii. to the Recipients who no longer work with UnipolSai and/or with other Unipol Group companies, starting from 31 December of the final year of the Three-Year Accrual Period due to an agreement with the employer on the basis of what is defined in the previous agreement;
  - iii. to the Recipients involved in extraordinary corporate transactions that involved the transfer of the ownership of the controlling stake of the company where they are employed to another party who is not part of the Unipol Group, terminated starting from 31 December of the last year of the Three-Year Accrual Period.

Please also note that in the case of termination of the employment Relationship due to death or permanent disability equal to or greater than 66% before the end of the Performance or Vesting Period, the short-term and long-term Potential Bonus of the year in which termination of employment Relationship occurred will be paid in an entirely monetary form together with the end of employment fees to the Recipient (or to the heirs or assignees), applying the "*pro-rata temporis*" criterion, as well as the long-term Bonus - accruing and/or already accrued but not yet disbursed of the years prior to occurrence of the event.

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<sup>20</sup> And also subject to specific individual treatment adopted by the Reference Company, subject to decision by the Board of Directors, in consultation with the Remuneration Committee where present.

<sup>21</sup> Subject to specific individual treatment adopted by UnipolSai, subject to decision by the Board of Directors, in consultation with the Remuneration Committee where present.

### 6.3.2.5 Share ownership guidelines

The obligation to keep the Shares attributed by the incentive systems is envisaged<sup>22</sup>:

- for the Executive Cluster Managers, until termination of permanence in the role;
- for 1st Cluster Managers, until termination of permanence in the role and for a target amount of Shares equal to 1 year of Fixed Remuneration.

## 6.4 Benefits

The non-monetary Benefits on which the social security and tax contribution are also calculated represent an important component of the pay package, both in terms of appreciation by the Recipients and in terms of total remuneration, as a supplementary and/or alternative element to payment in cash, which has proved to be advantageous in establishing effective Remuneration Policies, but at the same time ensures the optimal economic impact.

In addition to the provisions of the national collective labour agreement and company rules (including supplementary benefits and social security assistance, assistance funds and joining a pension fund) a company car is assigned for business and personal use to Managers.

It is also possible to provide for the allocation of lodging, with the costs partially or totally borne by the Reference Company of the Recipient on the basis of necessary assessments on a case by case basis.

## 6.5 Severance

Any payment of an amount if the termination of employment is on a consensual basis, or if the termination of employment is not backed by just cause or dismissal for just cause or resignation by just cause - if agreed upon - will be equal to a maximum of three years worth of annual Compensation, plus the normal end of employment fees and the advance notice substitution indemnity required by the national collective labour agreement for those who have accrued service seniority of more than 10 years or equal to a maximum of two years worth of annual Compensation for those who have accrued service seniority of less than or equal to 10 years. This amount since being calculated on the Compensation it takes into account the performance on average in a period of at least three years. At the moment, there are no non-compete agreements in place, or no allocation or maintenance of non-monetary benefits in favour of Key Managers<sup>23</sup>, and there are no consultation contracts in place for a period following the termination of their employment relationships.

With regard to termination of the employment relationship, please refer to paragraph 6.3.2.4 for more information on the incentive plans.

## 6.6 Other components of remuneration

In addition to those provided for by the applicable National Collective Labour Agreement always in compliance with the principles relative to the variable component of remuneration and any applicable regulatory requirements, the following can also form part of the remuneration:

- a *one-off amount*, and/or individual company bonuses, paid in monetary form and up-front, and in accordance with the following conditions:
  - (i) occurrence of circumstances that are completely exceptional and unforeseeable which required a particularly significant professional commitment;

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<sup>22</sup> Without prejudice to the possibility of "sell to cover" (sale of the securities necessary to procure the liquidity necessary to fulfil tax charges arising from the attribution of the securities).

<sup>23</sup> Subject to specific individual treatment adopted by the Reference Company (e.g., temporary housing allowance, supplementary pension schemes, etc.), subject to decision by the Board of Directors, in consultation with the Remuneration Committee where present.

- (ii) approval of the Board of Directors of UnipolSai, on the proposal of the Remuneration Committee, in the event of allocation to Key Personnel of a one-off amount and/or bonuses whose gross amount exceeds Euro 50,000.
- Welcome Bonus, provided in exceptional cases when new personnel are hired, to be paid within the first 18 months from the date of hiring, to reimburse the economic elements to which the Recipient waives following the termination of his previous employment relationship<sup>24</sup>;
- payments made for stability agreements, where agreed to, for a period equal to three years, paid in order to guarantee adequate continuity of the employment relationship, ensure greater company stability and help give further incentives for the quality of the professional services of certain Key Managers and/or other resources considered to be key;
- any compensation recognised on a one-off basis to restore any revocation of Benefits previously assigned (such as cars for example).

## 7. The remuneration of the Key Personnel who are not Managers

In addition to the Fixed Component, the remuneration of the Key Personnel who are not managers may provide for a Variable Component as explained below.

The Fixed remuneration Component provides compensation for the skills, capabilities, role and, in particular, the responsibilities relating to the role. It entails a rigid economic base, provided for by the applicable Collective Labour Agreements and, if present, the Additional Company Agreements, any other bilateral agreements and specific internal Rules, and is determined in accordance with the level of classification and the length of service. Internal fairness reasons, competitiveness, attractiveness, meritocracy or the attribution of greater responsibilities may lead to the payment of additional fixed amounts, consolidating them over time.

The National Collective Labour Agreements in effect, applicable to the personnel working at the companies, may provide, inter alia, for disbursing a "Variable Company Bonus" ("PAV" - National Contract, ANIA) which constitutes a variable portion of the remuneration.

The Variable remuneration Component is based on two main objectives:

- rewarding results achieved in the short and long term, expressed not only in the form of economic revenue, but also in the form of attention to risks and qualitative performance;
- developing professional skills while enacting an effective retention policy.

The UVP System may be assigned not only to the UnipolSai Managers, but to some selected profiles not belonging to the management personnel as well, whose bonuses will have a form and size consistent with the levels of responsibility assigned and will be aligned with any applicable regulatory requirements.

In addition to those provided for by the applicable National Collective Labour Agreement, in complying with any applicable regulatory requirements, the following can also form part of the remuneration:

- *a one-off payment* and/or individual company bonuses, disbursed in monetary form and as a single payment, if objective circumstances occur that require a particularly significant professional effort;
- monetary bonuses when the objectives assigned have been achieved following participation in annual or interim incentive systems;
- Welcome Bonus, provided in exceptional cases when new personnel are hired, to be paid within the first 18 months from the date of hiring, to reimburse the economic elements to which the Recipient waives following the termination of his previous employment relationship<sup>25</sup>;
- payments made for stability agreements, generally for a period of no longer than three years, paid in order to guarantee adequate continuity of the employment relationship, ensure greater company stability and help give further incentives for the quality of the professional services of resources considered to be key;

<sup>24</sup> In this case, the Welcome Bonus is not considered a Variable Remuneration Component.

<sup>25</sup> In this case, the Welcome Bonus is not considered a Variable Remuneration Component.

- any compensation recognised on a one-off basis to restore any revocation of Benefits previously assigned (such as cars for example).

## 8. The Remuneration Policies of the Key Functions

The remuneration of personnel with managerial classification working at the Key Functions, in line with market practices, is made up of the same elements described above in Chapter 6, except for the provision of several specificities consistent with the applicable regulatory requirements. With reference to the remuneration of the non-managerial personnel belonging to the Key Functions, please refer to the following paragraph.

To determine the Fixed and Variable Components, and the Pay-mix, trend and market benchmark analyses are periodically carried out to retain an adequate competitiveness of the overall pay package in order to fairly, adequately and continuously attract, reward and encourage the best professionalisms.

The Fixed Remuneration is of an adequate level as regards the importance of the position assigned, the responsibilities and the role played, in addition to being in line with the sector and comparable levels and market practices.

Variable Remuneration for the personnel of the Key Functions of managerial level is provided in order to ensure a direct connection between the remuneration received and the performance achieved based on individual and function objectives associated with the quality and effectiveness of the control actions exercised, while also pursuing the objective of expressing an effective retention and growth policy, both professional and managerial.

The Variable Remuneration is consistent with the specific activities of each Key Function of managerial level, is independent from the results attained by the operating units subject to their control, and is tied to the achievement of objectives connected with the effectiveness and quality of the control action, provided that it is not a source of conflict of interest and is consistent with the regulatory framework of reference.

The impact of the Variable Remuneration on the Fixed Remuneration varies depending on the level of complexity of role - as shown in Table 1 - and never exceeds the ratio 1:1, in line with the practices collected on the domestic and international market. The impact of the STI Component on the total Variable Remuneration is equivalent to the impact of the LTI Component.

In order to guarantee maximum independence possible of the performance objectives of the Key Functions, therefore avoiding possible conflicts of interest, the Board of Directors, after consulting with the Control and Risk Committee, is responsible for assigning and measuring the short and long-term objectives and for checking the consistency of their total remuneration with the Remuneration Policies in effect at the time.

Specific adaptations with reference to the Personnel of managerial level working at the Key Functions are applied to the UVP System.

More specifically, with reference to the STI Bonus:

- access to the UVP System is tied only to the achievement of the Solvency II<sup>26</sup> coverage ratios, and not also to profitability objectives;
- the short-term objectives are identified consistent with the effectiveness and quality of the control action, without comprising economic-financial objectives pertaining to the areas subject to their control.

With reference to the LTI Bonus, the size of the bonus depends on whether the indicators reported in the table below have been achieved, including separately.

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<sup>26</sup> *Solvency Ratio* defined as part of the Risk Appetite Statement approved by the Administrative Body set for the Year Accrual Period by the decision-making bodies. *Indicator and value defined in accordance with current provisions and subject to discounting / revision in the event of changes in the relevant law in force at the time.*

Table 6

Driver	Weight	LTI 2022-2024 objectives	Measurement	Pay-out level		
				< Threshold	Between Threshold and Target	≥ Target
Individual performance	50%	Individual Performance Level in the Three-Year Accrual Period	Average of the individual performance achieved for the STI Bonus in the Three-Year Accrual Period. (Threshold level = 80% of Target)	0%	50%	100%
Capital Solvency	30%	Solvency II solvency capital requirement of Unipol in the Three-Year Period	Comparison between the measured Solvency Ratio in the Three-Year Period and the Target Solvency Ratio defined by the decision-making bodies in the Strategic Plan three-year period. (Threshold level = Risk Appetite set by the decision-making bodies in the Strategic Plan three-year period)	0%	50%	100%
ESG sustainability	15%	Climatic and Finance Strategy for the SDGs: • Emissions from instrumental property • Thematic investments	<ul style="list-style-type: none"> <li>Reduction of Scope 1 and 2 greenhouse gas emissions of Unipol Group property, in line with climatic science-based objectives.</li> <li>Increase in the amount of thematic investments in support of the UN 2030 Agenda.</li> </ul> (Target level = value set by the decision-making bodies in line with the Strategic Plan)	0%	No threshold value is envisaged	100%
	5%	Gender Pay Gap	Containment at the end of the Three-Year Accrual Period of the gender pay gap on the Unipol Group scope under a threshold value. (Target level = value set by the decision-making bodies in line with the Strategic Plan)	0%	No threshold value is envisaged	100%

The Variable Remuneration paid to the personnel of the Key Functions qualifying as Managers - like for the other Managers belonging to the Key Personnel is subject to the conditions precedent and the corrective mechanisms (Malus and Claw-back) established by the Policy (see paragraph 10).

## 9. The remuneration of the Key Personnel of the Open Pension Fund

If the Insurance Company manages an Open Pension Fund ("**Fund**"), specific provisions will have to be complied with in order to determine the remuneration of the Key Personnel identified in the Fund, and therefore the provisions described in paragraphs 6.1 to 6.6 shall not apply as illustrated below.

The Key Personnel of the Fund, identified by the implementing Company, comprises:

- the Fund Manager;
- the heads of the Key Functions<sup>27</sup>.

<sup>27</sup> The specific Fund Remuneration Policies are not applied to the heads of the Key Functions since the functions are already present in the implementing Companies. Therefore the Remuneration Policies of their own Reference Companies shall apply to these parties.



The governance process adopted regarding the remuneration of the Fund Key Personnel attributes roles, duties and responsibilities in the approval process in accordance with the governance structure of the Insurance Company that carries out the management.

The Board of Directors of the Insurance Company:

- shall appoint - in accordance with the provisions set out under prevailing law, also with respect to the requirements - the Fund Manager;
- shall determine the compensation for the entire duration of the appointment, evaluating the fairness, adequacy for the role, the responsibilities, levels of professional competence and individual capacity;
- shall regularly provide information on the essential, pertinent information relating to the remuneration of the Key Personnel of the Fund.

The compensation for the Fund Manager, to be paid on a fixed basis - in addition to any other reimbursement for expenses incurred or tax or social security charges for the exercise of the functions required - shall be defined in accordance with the provisions of prevailing laws and may not be agreed in the form of profit participation in the implementing Company or the parent companies or subsidiaries, or in the form of the right to purchase or subscribe to the shares of the implementing Company or the parent companies or subsidiaries. The charges relating to that compensation will be borne by the implementing Company.

No forms of variable remuneration may be paid.

## 10. *Ex post* correction mechanisms

The Recipient subjected to a disciplinary measure of suspension from service shall in any case lose his/her entitlement to the disbursement of the short and/or long-term variable compensation.

Clauses are envisaged on the basis of which no bonus is disbursed, in terms of:

### a. **Malus**

The Bonuses envisaged by the incentive system will not be paid if the trend of results of the Group and/or UnipolSai should worsen, as defined in paragraphs 5.2.2, 6.3.2.1 and 6.3.2.2, or, in the case of non-compliance, by the Recipient, with regulatory or supervisory provisions, the consequence of which entailed a disciplinary sanction against the Recipient in question, or if the Key Functions discover that the Recipient has behaved in such a way so as to commit a serious infringement of internal or external provisions or the applicable standards of conduct or if they have been determined on the basis of data shown to be manifestly erroneous after the fact (i.e. calculation errors in determining one or more of the vesting conditions or malicious alteration of the data used for such determination or the determination of one or more of the vesting conditions through conduct contrary to legal provisions and/or company rules and/or the Regulation).

With reference to the reduction of the risk profiles, UnipolSai will cut or set to zero any payments to make if the above-mentioned behaviour implemented by the Recipient has caused impacts on the Solvency II Ratio of the Group and/or of UnipolSai where applicable. To that end, the Chief Risk Officer, responsible for the Risk Management activities, with the support of the other company functions involved, will carry out the recalculation of the Solvency II Ratio in order to check to ensure whether that behaviour could have caused the failure to comply with the established objectives in terms of Risk Appetite for the Year of Accrual by the applicable decision-making bodies.

### b. **Claw-back**

UnipolSai will require the repayment of any compensation paid if the Beneficiary has acted in violation of applicable Supervisory Provisions or if the Beneficiary has exhibited behaviours that are fraudulent and/or distinguished by malice or gross negligence correlated with the performance of his/her duties that determined a deterioration of the risk profiles and/or of the results of the Group and/or UnipolSai, or breaches of the Code of Ethics<sup>28</sup> and/or behaviour that is not compliant with the provisions of the law, regulations or articles of association, on the basis of the provisions of the law, subject to any further action, or paid on the basis of data that are found to be manifestly erroneous (including calculation errors in determining one or more of the accrual conditions or a wilful alteration of the data used for that

<sup>28</sup> The assessments regarding cases of breaches of the Code of Ethics are the responsibility of the applicable function.

determination, or the determination of one or more of the accrual conditions by behaviour that is against legal provisions and/or company regulations and/or the Regulation).

With reference to the reduction of the risk profiles, the Insurance Company will cut or set to zero any payments made if the above-mentioned fraudulent behaviour or behaviour distinguished by malice or gross negligence carried out by the Recipient has caused impacts on the Solvency II Ratio of the Group and/or of UnipolSai where applicable. To that end, the Chief Risk Officer, responsible for the Risk Management activities, with the support of the other company functions involved, will carry out the re-calculation of the Solvency II Ratio in order to check to ensure whether that behaviour could have caused the failure to comply with the established objectives in terms of Risk Appetite for the Year of Accrual by the applicable decision-making bodies.

In particular: (i) as regards the possible application of the Claw-back clause to the STI Bonuses already paid, the Reference Company will request the Recipient - within the limits of what is possible under the applicable regulations - to return, in all or part of it, including by offsetting any amount due to the same for any reason, an amount equivalent to the value of the taxable amount for personal income tax purposes of the STI Bonuses paid, without prejudice to the right to compensation for further damage; (ii) as regards the possible application of the Claw-back clause to the LTI Bonuses already paid, UnipolSai reserve the right to obtain from the Recipient the return of the Shares in their ownership, also pending in the Holding Period, with consequent definitive extinction of all Recipient's rights in this regard, or requesting the Recipient - to the extent possible pursuant to the applicable regulations - to return, in whole or in part, to UnipolSai, also by offsetting any amount due to the same for any reason, an amount equivalent to the value of the taxable amount for the purposes of income tax of the natural persons of the Shares already assigned, without prejudice to the right to compensation for further damages.

The duration of the period in which the clause applies has been set at five years, starting from the payment of the individual amounts (STI or LTI) of the Variable Remuneration.

## **SECOND SECTION**

### **AMOUNTS PAID FOR 2022**

## INTRODUCTION

This Section of the Report consists of three parts:

- the **first part** provides a description of the compensation of the Recipients of the UnipolSai Remuneration Policies relating to 2022 and any compensation relating to previous years;
- the **second part** shows, in table form, the compensation disbursed and/or that can be disbursed to Directors, Statutory Auditors, General Manager and Key Managers of UnipolSai, and the stakes held by them in the Company and in the subsidiaries, with reference to 2022;
- the **third part** summarises the checks to be carried out by the Key Functions (Chief Risk Officer - the head of the Risk Management - Compliance and Anti-Money Laundering and Audit activities).

## FIRST PART

### 1. Essential elements of the Remuneration Policies applied

In the first part of this section, information is provided regarding the application of the UnipolSai Remuneration Policies for the year 2022.

The remuneration paid to the following is described in particular:

- Corporate Bodies and Chief Executive Officer in office from 27 April 2022;
- General Manager in office until 27 April 2022 (hereinafter "General Manager");
- Key Managers.<sup>29</sup>

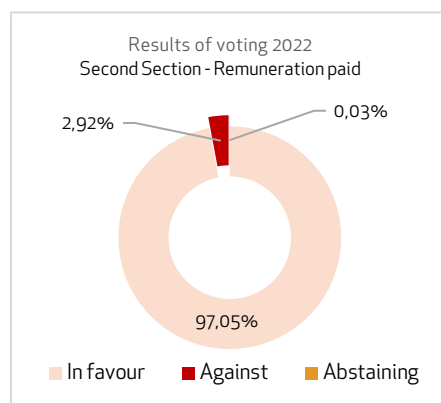
Consistent with what is explained in the Remuneration Report of the previous year, detailed information is provided in this Section on:

- outcome of the votes cast by the Shareholders' Meeting on 27 April 2022 on the Second Section of the Report;
- the proportion of the Fixed and Variable Remuneration compared to the total remuneration of the Chief Executive Officer, of the General Manager and of the Key Managers;
- the historical variation of the remuneration of the Directors, the Board of Statutory Auditors and the General Manager in relation to the average Remuneration of employees and company performance.

### 2. Results of voting at the 2022 shareholders' meeting - Second Section

The Second Section of the Report on Remuneration and payments made was submitted for approval by the advisory vote by the Shareholders' Meeting of UnipolSai.

The results of the voting expressed by the Shareholders - made available to the public in accordance with article 125-quater, paragraph 2 of the Consolidated Law on Finance - were analysed along with the indications received from the Investors and the Proxy Advisors in order to identify potential areas of improvement.



### 3. 2022 business results

Please refer to the Report on the individual financial statements of UnipolSai Assicurazioni S.p.A. at 31 December 2022 for a description of the main factors that characterised the performance during the year.

<sup>29</sup> Including the Insurance General Manager and the Corporate General Manager, whose total remuneration is higher than the remuneration shown for the members of the Board of Directors, the members of the Board of Statutory Auditors and the General Manager.

## 4. The remuneration of Directors

The Shareholders' Meeting of 27 April 2022 has, inter alia, appointed the Board of Directors, consisting of 15 members, giving them a mandate of three years and, therefore, up to the Meeting called to approve the 2024 financial statements.

This Shareholders' Meeting decided to pay, in compliance with the Remuneration Policies approved by the Board of Directors of UnipolSai on 24 March 2022 and with the Remuneration Policies of 2022, the following remuneration components:

- a fixed annual gross payment for each Director of Euro 75,000;
- in person attendance fees for participation in each board meeting or shareholders' meeting of the gross amount of Euro 500, whatever the method of participation;
- reimbursement of the expenses incurred to carry out the function;
- the insurance coverage of the risks related to third-party liability deriving from legal and contractual obligations inherent to the function of Director and the related legal and economic protection in accordance with prevailing laws, with the charges to be paid by the Reference Company.

Furthermore, the Board of Directors meeting of 23 June 2022, on the proposal of the Remuneration Committee, after consultation with the Related Party Transactions Committee and the Board of Statutory Auditors, then defined the fees due:

- the Chairman, a gross annual fixed amount of Euro 1,000,000.
- to the Deputy Chairman, for an annual fixed gross amount of Euro 100,000.

Lastly, the members of the Board Committees were paid an additional fixed annual remuneration for the office held, in particular:

- Euro 40,000 for the Chairman of the Appointments, Governance and Sustainability Committee and Euro 30,000 for each of the other members;
- Euro 30,000 for the Chairman of the Remuneration Committee and Euro 20,000 for each of the other members;
- Euro 60,000 for the Chairman of the Control and Risk Committee and Euro 40,000 for each of the other members;
- Euro 30,000 for the Chairman of the Related Party Transactions Committee and Euro 20,000 for each of the other members.

In 2022, no Variable remuneration Component linked to results or based on financial instruments was paid to any Directors.

After acknowledging the favourable opinion of the Board of Statutory Auditors, on 1 August 2019 the Board of Directors resolved to make available lodgings for the Deputy Chairman in the city of Milan, with costs borne by the company.

The details of the payments of the members of the Board of Directors for the year 2022 is shown in Table 1 - Section II below.

## 5. The remuneration of the Chief Executive Officer of UnipolSai

The remuneration policy for the year 2022 for the Chief Executive Officer, held by Mr. M. Laterza, starting from 27 April 2022, who also holds the position of General Manager at the Parent Company Unipol Gruppo S.p.A., is defined consistently with the Group Remuneration Policies, in line with its strategy.

### Fixed Component

The Fixed Component of the Chief Executive Officer of UnipolSai provides for a remuneration pursuant to art. 2389, paragraph 3, of the Italian Civil Code, equal to Euro 1,000,000, plus the fixed annual remuneration as Director,

resolved by the Shareholders' Meeting, of Euro 75,000, to be related to the effective term of office from the date of appointment. For the year 2022, these fees amounted to a total of Euro 737,356.16, not received but directly repaid to Unipol Gruppo S.p.A., by which Mr. Laterza is employed.

Please refer to Table - Section II for more details on the amount of said incentives.

## Variable Component

At the meeting of 23 June 2022, the Board of Directors did not provide for the payment of a short and/or long-term variable component for the Chief Executive Officer, taking into account the participation of Mr. Laterza - pursuant to the current Remuneration Policies of the Unipol Group, of which UnipolSai represents the main asset - in the Unipol Variable Pay Incentive System of the Parent Company Unipol Gruppo S.p.A., in his capacity of General Manager of the same.

## Benefits

Insurance cover - as provided for the Directors - is also recognised to the Chief Executive Officer covering the risks connected to third-party liability deriving from legal and contractual obligations inherent in the office of Director and the related legal protection (i.e. D&O Policy).

## 6. The remuneration of the Board of Statutory Auditors

The Shareholders' Meeting of 28 April 2021 also re-appointed the Board of Statutory Auditors, consisting of three Statutory Auditors and two Alternate Auditors, who will remain in office until the Shareholders' Meeting called to approve the financial statements at 31 December 2023.

In accordance with the Remuneration Policies the annual compensation of the Statutory Auditors has been established as a fixed amount and differs between Statutory Auditors and the Chairman of the Board of Statutory Auditors, corresponding to Euro 75,000 and Euro 100,000 respectively; in addition, the same will be reimbursed for the expenses incurred with relation to the office held, without payment of an attendance fee, and insurance coverage for risks related to third party liability arising from the legal and contractual obligations associated with the office of Statutory Auditor and the associated legal and economic protection, at the expense of the Company in compliance with the law in force (see herein).

Statutory Auditors are paid no variable remuneration.

The details of the payments of the members of the Board of Statutory Auditors for the year 2022 are shown in Table 1 - Section II below:

## 7. The Group D&O Policy

UnipolSai, like the other companies that belong to the Unipol Group, took out a Group D&O policy entered into by the Parent Company in favour of the members of the Board of Directors and the Board of Statutory Auditors.

The conditions of the policy, with a yearly duration from 20 November 2022, envisage a limit, at Group level, of a total of Euro 55 million to the benefit of the insured parties. The total cost of the policy is shared among all Unipol Group companies, applying a percentage to the same that corresponds to the weighted average of the relationship between the following economic-capital ratios of each company and those of the Group: (i) the Assets on the Balance Sheet; (ii) the Shareholders' Equity; (iii) the turnover calculated in accordance with the Italian Antitrust Authority.

At 31 December 2022, UnipolSai incurred a cost of around Euro 1,310,000.

To that end, in the column relating to "Non-monetary benefits" of Table 1- Section II, it is not possible to show the benefits relating to insurance cover for risks related to third party liability, stipulated in favour of Directors and Statutory Auditors, the costs of which are borne by UnipolSai on an *ad personam* basis. This is not possible since (i) the subjective Scope of the insured parties benefiting from the policy does not coincide with that of the parties for which information must be provided in this Section of the Report, as it is much wider (it extends, in general, to

any person considered the equivalent of a member of the administration, management and control bodies, including therein parties to whom proxies have been awarded and members of the supervisory bodies pursuant to Legislative Decree 231/01) and that (ii) said Scope is subject to change during the validity of said policy.

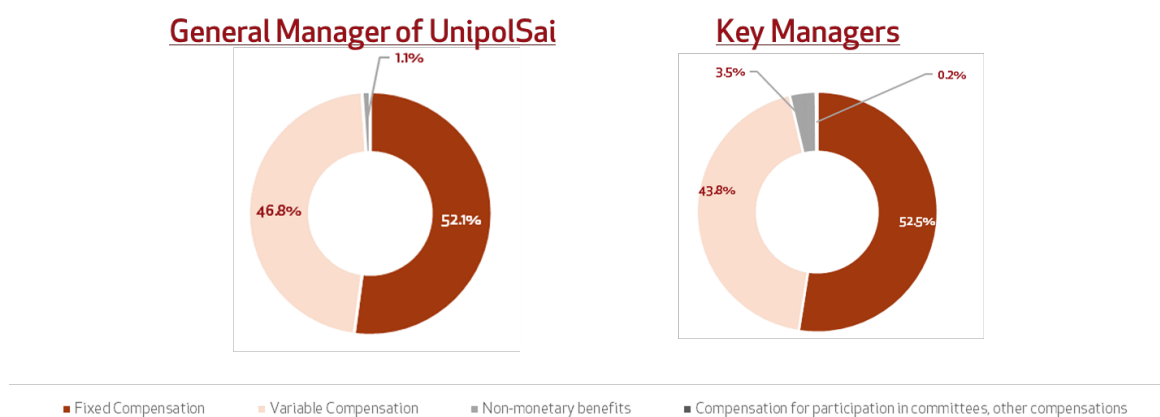
Moreover, said benefits are not considered fringe benefits and do not contribute to the formation of the income of the beneficiaries.

## 8. The remuneration of the General Manager and the Key Managers

### Proportion between Fixed Component and Variable Component

The indication of the proportion between the fixed and the variable type of payments for 2022 of the General Manager and the Key Managers is given below. The corresponding remuneration elements shown in Tables 1, Section II, Second Part are considered for the purposes of the analysis.

The proportion between the various components compared to the total remuneration is represented as follows:



### Fixed Component

The Fixed Component of the General Manager supported by UnipolSai for the secondment of Mr. Laterza is made up of the Annual Gross Remuneration (AGR) and the fixed indemnity for the role, related to the actual duration of the office.

For the year 2022, UnipolSai paid a total of Euro 285,750.12. This amount, not received, refers to the fixed remuneration and the role indemnity for the office of General Manager held until 27 April 2022.

In the year in question, the category of Key Managers affected 20 subjects, of which 18 as of 31 December 2022.

With respect to the amount of remuneration relating to the Annual Gross Remuneration of the Key Managers recognised to the General Insurance Manager in 2022, UnipolSai paid the same a total amount of Euro 7,031,989.28, while the value of the non-monetary Benefits attributed amounted to Euro 471,054.13.

Please refer to Table - Section II for more details on the amount of said incentives.

### Variable Component

For the General Manager and for the Key Managers, in line with the 2022 Remuneration Policies, a variable bonus is envisaged to be calculated in relation to the Annual Gross Remuneration as at 31 December 2022 and any Fixed Role Indemnity recalculated for the actual accrual amount pertaining to 2022, and depending on the Cluster to which each Executive belongs, of which a short-term portion – STI – to be paid in cash in the year following the year of vesting and a long-term portion – LTI – to be paid in financial instruments (50% in Unipol ordinary shares and 50% in UnipolSai ordinary shares).



## **Implementation of the 2019–2021 incentive system**

With reference to the incentive system adopted by UnipolSai for the 2019-2021 three-year period (the “2019-2021 System”), at the Board meeting of 24 March 2022, among other things, the Board of Directors ascertained that complete fulfilment of the conditions for the recognition of the long-term incentive pursuant to the 2019-2021 System, 50% of which is to be paid in cash and the remaining 50% in financial instruments (Unipol ordinary Shares and UnipolSai ordinary Shares), through the activation of a Performance Share type plan based on financial instruments, set out in the related 2019–2021 compensation plan based on financial instruments (the “Plan”).

Following this favourable conclusion, in execution of the aforementioned Plan, it was therefore possible to proceed in January 2023, in favour of the General Manager, in office during the Plan, as well as for all the other Recipients who had accrued the right, with the disbursement of the first tranche of the Long-Term Bonus.

For the General Manager, this disbursement corresponds to the first of five tranches, with subsequent tranches to be disbursed by January 2024, 2025, 2026 and 2027. To this end, in January 2023 UnipolSai incurred costs for a gross amount of Euro 166,050 and the equivalent value of 21,404 Unipol ordinary shares and 38,719 UnipolSai ordinary shares.

For Executive Cluster Key Managers this disbursement corresponds to the first of five tranches, with subsequent tranches to be disbursed by January 2024, 2025, 2026 and 2027, while for the remaining Key Managers it corresponds to the first of three tranches, with subsequent ones to be disbursed by January 2024 and 2025. To this end, in January 2023 UnipolSai incurred costs for a total gross amount of Euro 1,054,279.22 and the equivalent value of 135,894 Unipol ordinary shares and 245,832 UnipolSai ordinary shares.

In this regard it is noted that the Share value used as a reference for the calculation of the number of Shares due to each Recipient of the above-mentioned plan is the average Stock Exchange value recorded by the ordinary Unipol Share and the ordinary UnipolSai Share in January 2019, equal to Euro 3,8790 and Euro 2.1443 respectively.

Tables 3A and 3B - Section II below show the total of the variable remuneration relating to the 2019-2021 LTI portion.

## **Implementation of the 2022-2024 incentive system**

With regard to the 2022 financial year Variable Component, the Board of Directors, at the board meeting of 23 March 2023, having acknowledged the approval of the Remuneration Committee, and having consulted with the Board of Statutory Auditors, among other things ascertained that the conditions had been fully met to pay the short-term incentive pertaining to the aforementioned financial year.

Following this favourable measurement, it will therefore be possible to pay the STI Bonus for 2022 in relation to the Individual Performance Level achieved by each Recipient.

Please refer to Table 3A and Table 3B - Section II below for more details on the amount of said incentives.

## **Non-monetary benefits**

In line with the provisions of the national collective bargaining agreement and the company regulations, health coverage offered by the Welfare Fund and the supplementary pension benefits of the Pension Fund, as well as assignment of a company car and a mobile telephone for mixed business and personal use, are envisaged for the Key Managers. Accommodation for guest use may also be recognized in the city where the position is located.

Please refer to Table 1 - Section II below for more details on the amount of the non-monetary benefits.

# **9. Information documents on the Compensation plans based on financial instruments**

Detailed information regarding the 2019-2021 Plan and the 2022-2024 Plan is contained in the Information Documents, prepared pursuant to article 114-bis of the Consolidated Law on Finance and article 84-bis of the Issuers' Regulation, published on the Company's website at [www.unipolsai.com](http://www.unipolsai.com), in the Governance/Shareholders' Meetings Section.

## 10. Other components of remuneration

In compliance with the provisions of the Remuneration Policies, during the year 2022, Euro 100,000 was recognized as a Welcome Bonus to Key Managers.

## 11. Compensation in the case of early termination

During the 2022 financial year, Euro 9,000 was paid by way of a novation settlement to a Key Manager of UnipolSai, as shown in Table 1 - Section II.

## 12. Annual variation in remuneration and performance

In line with the provisions introduced by CONSOB, in the 2020 update of the Issuers' Regulation and in view of the remuneration levels mentioned above, the comparisons are provided below, for the years 2019, 2020, 2021 and 2022 or for the lesser period in office of the parties, of the annual change:

- in the total remuneration of the members of the Board of Directors and Board of Statutory Auditors, as well as the General Manager in office until 27 April 2022, consistent with what is shown in Table 1 - Section II below;
- of the corporate results (expressed in terms of IAS Individual Gross Profit);
- of the average Annual Gross Remuneration, with parameters set against full time employees (FTE at the end of the year) apart from the General Manager.

Board of Directors		2022 vs 2021	2021 vs 2020	2020 vs 2019
Cimbri Carlo	Chairman of the Board of Directors	8.7%	-0.2%	0.4%
Cerchiai Fabio	Deputy Chairman BoD	-8%	5.9%	-0.6%
Pierluigi Stefanini (*)	Deputy Chairman BoD	-68.2%	-0.6%	1.3%
Laterza Matteo	Chief Executive Officer (2)	*		
	General Manager (1)	-74.7%	4.1%	40.6%
Bocca Bernabò (2)	Director	*		
Stefano Caselli (2)	Director	*		
Caverni Mara Anna Rita (2)	Director	*		
Fabrizio Chiodini (1)	Director	-66.6%	-1.8%	31.8%
Mario Cifiello (1)	Director	-68.1%	3.2%	-
Lorenzo Cottignoli (1) (3)	Director	-29.4%	-1.1%	0.4%
Ernesto Dalle Rive (1)	Director	-67.5%	-0.9%	-4.5%
De Benetti Cristina (1)	Director	-66.6%	0%	-23.2%
Giusella Dolores Finocchiaro (2)	Director	*		
Locatelli Rossella (2)	Director	*		
Masotti Massimo (1)	Director	-66.7%	-2.4%	-11%
Maria Paola Merloni (4) (5)	Director	68.2%	-	
Maria Lilla Montagnani (1)	Director	-65.3%	0.9%	-2.9%
Jean Francois Mossino (2)	Director	*		
Milo Pacchioni (2)	Director	*		
Peveraro Paolo Pietro Silvio (2)	Director	*		
Nicla Picchi (1)	Director	-66.9%	0%	-5.8%
Roberto Pittalis (1) (3)	Director	-36%	-2.4%	-
Preite Daniela (2)	Director	*		
Giuseppe Recchi (1)	Director	-70.6%	-4.4%	6.4%
Righini Elisabetta (5)	Director	44.1%	-2.4%	-10.1%

Rizzi Antonio (5)	Director	84.4%	-2%	-3.7%
Tadolini Barbara (1)	Director	-66.8%	1.4%	-6.9%
Vella Francesco (1)	Director	-65.2%	0%	-22.5%
<b>Board of Statutory Auditors</b>				
Conti Cesare	Chairman	47.2%	-	
Bocci Silvia	Statutory Auditor	-2%	6.2%	-12%
Giudici Angelo Mario	Statutory Auditor	47.2%	-	
<b>UnipolSai results</b>				
Gross Profit		10%	-14%	32.0%
<b>Average Annual Gross Remuneration of employees</b>				
Personnel located in Italy		1.3%	0.84%	0.7%

**NOTES:**

(1) Directors who left office on 27 April 2022.

(2) Director, executive and non-executive, appointed for the first time in their respective offices on 27 April 2022. The change in total remuneration for these roles is indicated with the symbol \* as it is not possible to make a comparison with the previous year.

(3) The minor change, despite the termination of the office of Director of UnipolSai, derives from the additional remuneration received in subsidiaries and/or associates.

(4) The change has been calculated on the basis of the annualised value of the compensation paid in 2021 following the co-option in the Board of Directors.

(5) The change is attributable to the remuneration received by virtue of participation in board committees.

The analysis of the Table reported above shows that:

- The main decreases are attributable to the renewal of the Board of Directors on 27 April 2022, with the consequent termination of the offices for the Directors not renewed, who therefore received a remuneration equal to approximately one third of that received in the previous year;
- the changes regarding the Statutory Auditors mainly refer to the duration of the position or to the update of the Remuneration Policies that apply to them;
- as regards the total remuneration of the General Manager, the change is to be attributed to the duration of the office, as mentioned above, until 27 April 2022;
- with regard to the change in the average Annual Gross Remuneration of employees, there are no appreciable changes.

## SECOND PART

### Payments for the 2022 financial year

Table 1 – Remuneration paid to members of the Administration and Control Bodies, the General Manager and other Key Managers (amounts in Euro)

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
CIMBRI Carlo	Chairman	1/1-31/12/2022	2024 Financial Statements									
Compensation from the company that draws up the financial statements				737,356.16	(1)					737,356.16		
Compensation from subsidiaries and associates										0.00		
TOTAL				737,356.16		0.00	0.00	0.00	0.00	737,356.16	0.00	0.00

(1) The amount includes the payments made for the offices of:

- Chairman for Euro 682,191.78;
- Director for Euro 51,164.38;
- attendance fees for Euro 4,000.00.

A further amount of Euro 304,917.81, not received but paid directly by the company to Unipol Gruppo S.p.A., is not reported.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
CERCHIAI Fabio	Deputy Chairman	1/1-31/12/2022	2024 Financial Statements									
Compensation from the company that draws up the financial statements				205,835.61				8,645.62		214,481.23		
Compensation from subsidiaries and associates				211,000.00	(1)					211,000.00		
TOTAL				416,835.61		0.00	0.00	8,645.62	0.00	425,481.23	0.00	0.00

(1) Compensation for the offices held in the companies Arca Assicurazioni S.p.A., Arca Vita S.p.A. and Unisalute S.p.A.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
STEFANINI Pierluigi	Deputy Chairman	1/1-27/04/2022	Ass. 27/04/2022										
Compensation from the company that draws up the financial statements				82,452.05	(1)					82,452.05			
Compensation from subsidiaries and associates										0.00			
TOTAL				82,452.05		0.00		0.00		0.00	82,452.05	0.00	0.00

(1) Compensation not received but paid directly to Unipol Gruppo S.p.A.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
LATERZA Matteo	General Manager	01/01-27/04/2022	27/04/2022									
	Chief Executive Officer	27/04-31/12/2022	2024 Financial Statements									
Compensation from the company that draws up the financial statements (General Manager)				285,750.12	(1)	144,246.58	(3)	5,960.79	(4)	435,957.49	112,159.94	(5)
Compensation from the company that draws up the financial statements (Chief Executive Officer)				737,356.16	(2)					737,356.16		
Compensation from subsidiaries and associates				0.00	(6)					0.00		
TOTAL				1,023,106.28		144,246.58		5,960.79		1,173,313.65	112,159.94	0.00

(1) Compensation not received. The amount refers to the fixed remuneration and the role indemnity for the office of General Manager held until 27 April 2022.

(2) Compensation not received but paid directly to Unipol Gruppo S.p.A.

The amount includes the payments made for the offices of:

- Chairman for Euro 682,191.78;

- Director for Euro 51,164.38;

- attendance fees for Euro 4,000.00.

(3) Compensation not receivable. The amount refers to the STI incentive pertaining to the 2022 financial year, which will be assessed by May 2023, referring to the office of General Manager held until 27 April 2022.

(4) Not received for the office of General Manager.

(5) Not receivable: this is the fair value as at 31 December 2022 of the portion pertaining to 2022 of the 2022-2024 LTI Plan referring to the office of General Manager held until 27 April 2022.

(6) Compensation totalling Euro 76,260.28 for the offices covered in the companies Arca Assicurazioni S.p.A., Arca Vita S.p.A., Leithà S.r.l., UnipolPay S.p.A., UnipolSai Investimenti Sgr S.p.A. and Unisalute S.p.A. which has not been received but paid directly to Unipol Gruppo S.p.A. are not shown.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
BOCCA Bernabò	Director	27/04-31/12/2022	2024 Financial Statements									
	Member of the Remuneration Committee	12/05-31/12/2022										
Compensation from the company that draws up the financial statements				55,164.38	12,821.92	(1)				67,986.30		
Compensation from subsidiaries and associates										0.00		
TOTAL				55,164.38	12,821.92		0.00	0.00	0.00	67,986.30	0.00	0.00

(1) Remuneration for the office of Member of the Remuneration Committee

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
CASELLI Stefano	Director	27/04-31/12/2022	2024 Financial Statements									
	Chairman of the Appointments, Governance and Sustainability Committee	12/05-31/12/2022										
Compensation from the company that draws up the financial statements				54,664.38	25,643.84	(1)				80,308.22		
Compensation from subsidiaries and associates										0.00		
TOTAL				54,664.38	25,643.84		0.00	0.00	0.00	80,308.22	0.00	0.00

(1) Remuneration for the office of Chairman of the Appointments, Governance and Sustainability Committee

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
CAVERNI Mara Anna Rita	Director	27/04-31/12/2022	2024 Financial Statements										
	Member of the Remuneration Committee	12/05-31/12/2022											
	Member of the Related Party Transactions Committee												
Compensation from the company that draws up the financial statements				54,664.38	25,643.84	(1)					80,308.22		
Compensation from subsidiaries and associates											0.00		
TOTAL				54,664.38	25,643.84		0.00		0.00		80,308.22	0.00	0.00

(1) Compensation not received directly, but repaid to the company of origin, which includes compensation for the office of Member of the Remuneration Committee and Member of the Related Party Transactions Committee.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
CHIODINI Fabrizio	Director	1/1-27/04/2022	Ass. 27/04/2022										
Compensation from the company that draws up the financial statements				18,390.41							18,390.41		
Compensation from subsidiaries and associates											0.00		
TOTAL				18,390.41	0.00	0.00	0.00		0.00		18,390.41	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
CIFIELLO Mario	Director	1/1-27/04/2022	Ass. 27/04/2022									
Compensation from the company that draws up the financial statements				17,890.41						17,890.41		
Compensation from subsidiaries and associates										0.00		
TOTAL				17,890.41	0.00	0.00	0.00	0.00	0.00	17,890.41	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
COTTIGNOLI Lorenzo	Director	1/1-27/04/2022	Ass. 27/04/2022									
Compensation from the company that draws up the financial statements				18,390.41						18,390.41		
Compensation from subsidiaries and associates				61,250.00	(1)			5,307.80		66,557.80		
TOTAL				79,640.41	0.00	0.00	0.00	5,307.80	0.00	84,948.21	0.00	0.00

(1) Compensation for the offices held in: Assicoop Bologna Metropolitana S.p.A., Assicoop Emilia Nord S.r.l., Assicoop Toscana S.p.A., Assicoop Romagna Futura S.p.A., Pegaso Finanziaria S.p.A. and Tenute del Cerro S.p.A.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
DALLERIVE Ernesto	Director	1/1-27/04/2022	Ass. 27/04/2022									
Compensation from the company that draws up the financial statements				17,890.41						17,890.41		
Compensation from subsidiaries and associates										0.00		
TOTAL				17,890.41	0.00	0.00	0.00	0.00	0.00	17,890.41	0.00	0.00



Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
DE BENETTI Cristina	Director	1/1- 27/04/2022	Ass. 27/04/2022										
	Member of the Related Party Transactions Committee												
	Member of the Remuneration Committee												
Compensation from the company that draws up the financial statements				18,890.41	1,500.00	(1)					20,390.41		
Compensation from subsidiaries and associates											0.00		
TOTAL				18,890.41	1,500.00		0.00		0.00		20,390.41	0.00	0.00

(1) Attendance fees for participation in the Transactions with Related Parties Committee (Euro 500.00) and Remuneration Committee (Euro 1,000.00).

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
FINOCCHIARO Giusella Dolores	Director	27/04- 31/12/2022	2024 Financial Statements										
	Chairman of the Remuneration Committee	12/05- 31/12/2022											
Compensation from the company that draws up the financial statements				55,164.38	19,232.88	(1)					74,397.26		
Compensation from subsidiaries and associates											0.00		
TOTAL				55,164.38	19,232.88		0.00		0.00		74,397.26	0.00	0.00

(1) Remuneration for the office of Chairman of the Remuneration Committee.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
LOCATELLI Rossella	Director	27/04-31/12/2022	2024 Financial Statements									
	Member of the Supervisory Board	04/08-31/12/2022										
	Chairman of the Control and Risk Committee	12/05-31/12/2022										
Compensation from the company that draws up the financial statements				55,164.38	46,684.93	(1)				101,849.31		
Compensation from subsidiaries and associates										0.00		
TOTAL				55,164.38	46,684.93		0.00		0.00	101,849.31	0.00	0.00

(1) Remuneration for the office of Chairman of the Control and Risk Committee and Member of the Supervisory Body

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
MASOTTI Massimo	Director	1/1-27/04/2022	Ass. 27/04/2022									
	Member of the Control and Risk Committee											
	Chairman of the Supervisory Board											
	Member of the Related Party Transactions Committee											
Compensation from the company that draws up the financial statements				18,890.41	6,767.12	(1)				25,657.53		
Compensation from subsidiaries and associates				1,000.00	(2)					1,000.00		
TOTAL				19,890.41	6,767.12		0.00		0.00	26,657.53	0.00	0.00

(1) Fees for attendance in the Risk Control Committee (Euro 1,500.00) and Related Party Transactions Committee (Euro 500.00), as well as compensation for the office of Chairman of the Supervisory Board.

(2) Compensation for the office held in Pegaso Finanziaria S.p.A.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
MERLONI Maria Paola	Director	01/01-31/12/2022	2024 Financial Statements									
	Member of the Appointments, Governance and Sustainability Committee	12/05-31/12/2022										
Compensation from the company that draws up the financial statements				74,054.79	19,232.88	(1)				93,287.67		
Compensation from subsidiaries and associates										0.00		
TOTAL				74,054.79	19,232.88		0.00		0.00	93,287.67	0.00	0.00

(1) Remuneration for the office of Member of the Appointments, Governance and Sustainability Committee

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
MONTAGNANI Maria Lillà	Director	01/01-27/04/2022	Ass. 27/04/2022									
Compensation from the company that draws up the financial statements				18,890.41						18,890.41		
Compensation from subsidiaries and associates										0.00		
TOTAL				18,890.41	0.00	0.00	0.00	0.00	0.00	18,890.41	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
MOSSINO Jean Francois	Director	27/04-31/12/2022	2024 Financial Statements									
Compensation from the company that draws up the financial statements				54,664.38						54,664.38		
Compensation from subsidiaries and associates										0.00		
TOTAL				54,664.38	0.00	0.00	0.00	0.00	0.00	54,664.38	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
PACCHIONI Milo	Director	27/04-31/12/2022	2024 Financial Statements									
Compensation from the company that draws up the financial statements				55,164.38						55,164.38		
Compensation from subsidiaries and associates				167,000.00	(1)			15,450.00		182,450.00		
TOTAL				222,164.38	0.00	0.00	0.00	15,450.00	0.00	237,614.38	0.00	0.00

(1) Compensation for the offices held in the companies Assicoop Modena e Ferrara S.p.A. and Pegaso Finanziaria S.p.A.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
PEVERARO Paolo Pietro Silvio	Director	27/04-31/12/2022	2024 Financial Statements									
	Member of the Appointments, Governance and Sustainability Committee	12/05-31/12/2022										
Compensation from the company that draws up the financial statements				55,164.38	19,232.88	(1)				74,397.26		
Compensation from subsidiaries and associates										0.00		
TOTAL				55,164.38	19,232.88		0.00	0.00	0.00	74,397.26	0.00	0.00

(1) Remuneration for the office of Member of the Appointments, Governance and Sustainability Committee

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
PICCHI Nicla	Director	1/1-27/04/2022	Ass. 27/04/2022										
	Member of the Remuneration Committee												
	Member of the Appointments and Corporate Governance Committee												
Compensation from the company that draws up the financial statements				17,890.41	1,500.00	(1)					19,390.41		
Compensation from subsidiaries and associates											0.00		
TOTAL				17,890.41	1,500.00		0.00		0.00		19,390.41	0.00	0.00

(1) Attendance fees for participation in the Remuneration Committee (Euro 500.00) and Appointments and Corporate Governance Committee (Euro 1,500.00)

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
PITTALIS Roberto	Director	1/1-27/04/2022	Ass. 27/04/2022										
Compensation from the company that draws up the financial statements				17,390.41							17,390.41		
Compensation from subsidiaries and associates				17,479.45	(1)						17,479.45		
TOTAL				34,869.86		0.00	0.00		0.00		34,869.86	0.00	0.00

(1) Compensation for the offices held in Siat S.p.A.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
PREITE Daniela	Director	27/04-31/12/2022	2024 Financial Statements										
	Member of the Related Party Transactions Committee	12/05-31/12/2022											
	Member of the Control and Risk Committee												
	Member of the Supervisory Board	04/08-31/12/2022											
Compensation from the company that draws up the financial statements				55,164.38	46,684.94	(1)					101,849.32		
Compensation from subsidiaries and associates											0.00		
TOTAL				55,164.38	46,684.94		0.00	0.00	0.00	0.00	101,849.32	0.00	0.00

(1) Remuneration for the offices of Member of the Supervisory Board, of the Control and Risk Committee and of the Related Party Transactions Committee

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
RECCHI Giuseppe	Director	1/1-27/04/2022	Ass. 27/04/2022										
Compensation from the company that draws up the financial statements				15,890.41							15,890.41		
Compensation from subsidiaries and associates											0.00		
TOTAL				15,890.41	0.00	0.00	0.00	0.00	0.00	0.00	15,890.41	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
RIGHINI Elisabetta	Director	01/01-31/12/2022	2024 Financial Statements										
	Member of the Related Party Transactions Committee	01/01-27/04/2022											
		12/05-31/12/2022											
	Member of the Nomination and Corporate Governance Committee	01/01-27/04/2022	27/04/2022										
Compensation from the company that draws up the financial statements				73,554.79	14,321.92	(1)				87,876.71			
Compensation from subsidiaries and associates										0.00			
TOTAL				73,554.79	14,321.92		0.00	0.00	0.00	0.00	87,876.71	0.00	0.00

(1) Attendance fees for participation in the Related Party Transactions Committee (Euro 500.00) and Appointments and Corporate Governance Committee (Euro 1,000.00) as well as compensation for the office of member of the Related Party Transaction Committee.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment		
						Bonus and other incentives	Profit sharing							
RIZZI Antonio	Director	01/01-31/12/2022	2024 Financial Statements											
	Member of the Related Party Transactions Committee	01/01-27/04/2022												
	Chairman of the Related Party Transactions Committee	12/05-31/12/2022												
	Member of the Control and Risk Committee	01/01-27/04/2022												
		12/05-31/12/2022												
	Member of the Supervisory Board	01/01-27/04/2022												
Chairman of the Supervisory Board	04/08-31/12/2022													
Compensation from the company that draws up the financial statements				74,054.79	62,383.57	(1)				136,438.36				
Compensation from subsidiaries and associates										0.00				
TOTAL				74,054.79	62,383.57		0.00	0.00	0.00	0.00	136,438.36	0.00	0.00	

(1) Attendance fees for participation in the Control and Risks Committee (Euro 1,000.00), Transactions with Related Parties Committees (Euro 500.00).  
Remuneration for the offices of Chairman and Member of the Supervisory Board, Chairman of the Related Party Transactions Committee and Member of the Risk Control Committee.



Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
TADOLINI Barbara	Director	1/1- 27/04/2022	Ass. 27/04/2022										
	Member of the Control and Risk Committee												
	Member of the Supervisory Board												
Compensation from the company that draws up the financial statements				18,890.41	4,678.08	(1)					23,568.49		
Compensation from subsidiaries and associates											0.00		
TOTAL				18,890.41	4,678.08		0.00	0.00	0.00	0.00	23,568.49	0.00	0.00

(1) Fees for attendance in the Risk Control Committee (Euro 1,500.00) and compensation for the office of member of the Supervisory Board.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment	
						Bonus and other incentives	Profit sharing						
VELLA Francesco	Director	1/1- 27/04/2022	Ass. 27/04/2022										
	Member of the Remuneration Committee												
	Member of the Appointments and Corporate Governance Committee												
Compensation from the company that draws up the financial statements				18,890.41	2,000.00	(1)					20,890.41		
Compensation from subsidiaries and associates											0.00		
TOTAL				18,890.41	2,000.00		0.00	0.00	0.00	0.00	20,890.41	0.00	0.00

(1) Attendance fees for participation in the Remuneration Committee (Euro 1,000.00) and Appointments and Corporate Governance Committee (Euro 1,000.00).

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
CONTI Cesare	Chairman of the Board of Statutory Auditors	1/1-31/12/2022	2023 Financial Statements									
Compensation from the company that draws up the financial statements				100,000.00	0.00					100,000.00		
Compensation from subsidiaries and associates										0.00		
TOTAL				100,000.00	0.00	0.00	0.00	0.00	0.00	100,000.00	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
BOCCI Silvia	Statutory Auditor	1/1-31/12/2022	2023 Financial Statements									
Compensation from the company that draws up the financial statements				75,000.00						75,000.00		
Compensation from subsidiaries and associates				13,500.00	(1)	2,547.95	(2)			16,047.95		
TOTAL				88,500.00		2,547.95	0.00	0.00	0.00	91,047.95	0.00	0.00

(1) Compensation for the offices held in Casa di Cura Villa Donatello S.p.A. and Centro Oncologico Fiorentino S.r.l. in liquidation.

(2) Compensation for the office of Chairman of the Supervisory Body of Casa di Cura Villa Donatello S.p.A. and Florence Centro di Chirurgia Ambulatoriale S.r.l.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
GIUDICI Angelo Mario	Statutory Auditor	1/1-31/12/2022	2023 Financial Statements									
Compensation from the company that draws up the financial statements				75,000.00						75,000.00		
Compensation from subsidiaries and associates										0.00		
TOTAL				75,000.00	0.00	0.00	0.00	0.00	0.00	75,000.00	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
TIEGHI Roberto	Alternate Auditor	1/1-31/12/2022	2023 Financial Statements									
Compensation from the company that draws up the financial statements										0.00		
Compensation from subsidiaries and associates				60,654.79	(1)	3,353.42	(2)			64,008.21		
TOTAL				60,654.79		3,353.42		0.00	0.00	0.00	0.00	0.00

(1) Compensation for the offices held in the companies: I.CAR S.p.A., UnipolSai Servizi Previdenziali S.r.l., Unipol Assistance S.c.r.l., Siat S.p.A., Tenute del Cerro S.p.A., Unisalute S.p.A. and Unisalute Servizi S.r.l.

(2) Compensation for the offices of Chairman of the Supervisory Board of the company Unipol Assistance S.c.r.l. and member of the Supervisory Board of Unisalute S.p.A.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
FORNASIERO Sara	Alternate Auditor	1/1-31/12/2022	2023 Financial Statements									
Compensation from the company that draws up the financial statements												
Compensation from subsidiaries and associates												
TOTAL				0.00		0.00		0.00	0.00	0.00	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment
						Bonus and other incentives	Profit sharing					
RAVICINI Luciana	Alternate Auditor	1/1-31/12/2022	2023 Financial Statements									
Compensation from the company that draws up the financial statements												
Compensation from subsidiaries and associates												
TOTAL				0.00		0.00		0.00	0.00	0.00	0.00	0.00

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment			
						Bonus and other incentives	Profit sharing								
GIAY Roberto	Governance, Legal Affairs and Human Resources Deputy General Manager	1/1-27/04/2022	27/04/2022												
	Corporate General Manager	27/04-31/12/2022	with revocation												
Compensation from the company that draws up the financial statements (Deputy General Manager)				241,097.86	(1)		146,657.28	(2)		8,243.51	(3)	395,998.65	114,035.02	(4)	
Compensation from the company that draws up the financial statements (Corporate General Manager)				511,045.04	(5)		310,863.30	(2)		17,473.42	(3)	839,381.76	241,712.03	(4)	
Compensation from subsidiaries and associates				0.00	(6)										
TOTAL				752,142.90		0.00	457,520.58		0.00	25,716.93		0.00	1,235,380.41	355,747.06	0.00

(1) Compensation not received. The amount refers to the fixed remuneration for the role of Deputy General Manager held until 27 April 2022.

(2) Compensation not receivable. The amount of the STI incentive pertaining to the 2022 financial year to be finalized by May 2023.

(3) Not received.

(4) Not receivable: Fair value as at 31 December 2022 of the 2022 portion of the 2022-2024 LTI Plan.

(5) Compensation not received. The amount refers to the fixed remuneration for the role of Corporate General Manager held since 27 April 2022.

(6) Compensation totalling Euro 17,424.66 for the offices held in the companies: Gruppo Una S.p.A., UnipolSai Finance S.p.A. and Tenute del Cerro S.p.A. Compensation not received but paid directly to Unipol Gruppo S.p.A.

Surname and Name	Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment					
						Bonus and other incentives	Profit sharing										
Enrico SAN PIETRO	Insurance Business Deputy General Manager	1/1-27/04/2022	27/04/2022														
	Insurance General Manager	27/04-31/12/2022	with revocation														
Compensation from the company that draws up the financial statements (Deputy General Manager)				224,771.23	(1)		150,980.68	(2)		10,295.91		386,047.82		117,395.84	(3)		
Compensation from the company that draws up the financial statements (Insurance General Manager)				532,620.06	(4)		324,087.85	(2)		22,100.70		878,808.61		251,995.55	(3)		
Compensation from subsidiaries and associates				0.00	(6)												
TOTAL				757,391.29		0.00	475,068.53		0.00	32,396.61		0.00	1,264,856.43	(5)	369,391.39		0.00

(1) Further compensation totalling Euro 10,000.10 due to unused leave paid in 2022 is not reported.

(2) Amount relating to the STI incentive for the year 2022 payable by May 2023.

(3) Fair value as at 31 December 2022 of the 2022 portion of the 2022-2024 LTI Plan.

(4) The amount includes:

- fixed remuneration of Euro 441,791.73;

- role indemnity of Euro 50,136.99.

(5) The amount includes the portion pertaining to Unipol Gruppo for the role held there.

(6) Compensation totalling Euro 125,811.64 are not reported for the offices held in the following companies: UnipolTech S.p.A., Linear Assicurazioni S.p.A., Incontra Assicurazioni S.p.A., Leithà S.r.l., Unipol Assistance S.c.r.l., Siat S.p.A. and Unisalute S.p.A. Compensation not received but paid directly to UnipolSai S.p.A.

Office held	Period for which office has been held	End of term in office	Fixed compensation	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity fees	Compensation for end of office or termination of employment						
					Bonus and other incentives	Profit sharing											
KEY MANAGERS (18) *	1/1-31/12/2022																
Compensation from the company that draws up the financial statements			5,522,455.09	(1)	6,356.16		2,858,671.23	(2)		412,940.59		8,800,423.07		1,357,901.64	(3)	9,000.00	
Compensation from subsidiaries and associates			0.00	(4)	9,049.31	(5)	0.00					9,049.31					
TOTAL			5,522,455.09		15,405.47		2,858,671.23		0.00	412,940.59		0.00	8,809,472.38		1,357,901.64		9,000.00

(\* 16 as at 31/12/2022

(1) This amount includes Euro 357,323.38 incurred by other Group companies where the Key Managers are partially seconded. Compensation of Euro 22,617.43 for leave not taken and residual holidays is not shown.

(2) Amount relating to the STI incentive for the year 2022 payable by May 2023. This amount includes Euro 196,875.04 that will be incurred by other Group companies where the Key Managers are partially seconded.

(3) Fair value as at 31 December 2022 of the 2022 portion of the 2022-2024 LTI Plan.

(4) Compensation totalling Euro 553,564.74 is not shown. Compensation not received but paid directly by the respective companies to Unipol Gruppo S.p.A. and to UnipolSai Assicurazioni S.p.A.

(5) Compensation paid for the Supervisory Board in subsidiaries and associated companies.

**Table 2 - Stock Options assigned to members of the Administration Body, General Managers and other Key Managers**

[Table 2 is not completed as there are no Stock Option based incentive plans.]

**Table 3A - Incentive plans based on financial instruments other than Stock Options, for members of the Administration Body, General Managers and other Key Managers**

		Financial instruments allocated in previous years not vested during the year			Financial instruments allocated during the year						Financial instruments vested during the year and not allocated	Financial instruments vested during the year and allocable		Financial instruments relating to the year
(A)	(B)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
Surname and Name	Office held	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair value on allocation date	Vesting period	Allocation date	Market price on allocation	Number and type of financial instruments	Number and type of financial instruments	Value on vesting date	Fair value	
(I) Compensation from the company that draws up the financial statements														
LATERZA Matteo	General Manager (to 27 April 2022)	LTI 2019- 2021 (18 April 2019)	107,020 Number of ordinary Unipol shares	2019-2021										
			193,594 Number of ordinary UnipolSai shares	2019-2021										
		LTI 2022 - 2024 (28 April 2022)		22,022 Numer of ordinary Unipol shares, potentially allocable in the event of full achievement of all the objectives at the end of the vesting period		113,922.53		2022-2024	27 April 2022	5.1731				58,814.88 Fair value of ordinary Unipol shares
				42,952 Numer of ordinary UnipolSai shares, potentially allocable in the event of full achievement of all the objectives at the end of the vesting period		114,521.85				2.6663				53,345.06 Fair value of ordinary UnipolSai shares
GIAY Roberto	Deputy General Manager (to 27 April 2022)	LTI 2019- 2021 (18 April 2019)	106,584 Number of ordinary Unipol shares	2019-2021										
			192,806 Number of ordinary UnipolSai shares	2019-2021										
	Corporate General Manager (from 27 April 2022)	LTI 2022 - 2024 (28 April 2022)		214,121 Numer of ordinary Unipol shares, potentially allocable in the event of full achievement of all the objectives at the end of the vesting period		1,107,668.31		2022-2024	27 April 2022	5.1731			186,547.19 Fair value of ordinary Unipol shares	
				417,622 Numer of ordinary UnipolSai shares, potentially allocable in the event of full achievement of all the objectives at the end of the vesting period		1,113,504.47				2.6663			169,199.87 Fair value of ordinary UnipolSai shares	
SAN PIETRO Enrico	Deputy General Manager (fino al 27 Aprile 2022)	LTI 2019- 2021 (18 April 2019)	77,582 Number of ordinary Unipol shares	2019-2021										
			140,342 Number of ordinary UnipolSai shares	2019-2021										
	Insurance General Manager (dal 27 Aprile 2022)	LTI 2022 - 2024 (28 April 2022)		232,830 Numer of ordinary Unipol shares, potentially allocable in the event of full achievement of all the objectives at the end of the vesting period		1,204,452.87		2022-2024	27 April 2022	5.1731			193,702.05 Fair value of ordinary Unipol shares	
				454,112 Numer of ordinary UnipolSai shares, potentially allocable in the event of full achievement of all the objectives at the end of the vesting period		1,210,798.83				2.6663			175,689.34 Fair value of ordinary UnipolSai shares	

Other Key Managers (n.18)(*)	LTI 2019- 2021 (18 April 2019)	495,319 Number of ordinary Unipol shares	2019-2021								
		896,007 Number of ordinary UnipolSai shares	2019-2021								
	LTI 2022 - 2024 (28 April 2022)			794,634 Numer of ordinary Unipol shares, potentially allocable in the event of full achievement of all the objectives at the end of the vesting period	4,110,722.18	2022-2024	27 April 2022	5,1731			711,638.26 Fair value of ordinary Unipol shares
				1,549,839 Numer of ordinary UnipolSai shares, potentially allocable in the event of full achievement of all the objectives at the end of the vesting period	4,132,336.53			2,6663			646,263.38 Fair value of ordinary UnipolSai shares
<b>(II) Compensation from subsidiaries and associates</b>											
LATERZA Matteo											
GIAY Roberto											
SAN PIETRO Enrico											
Other Key Managers (n.18)											
(II) Total					Euro 13,107,927.56						Euro 2,195,200.03

(\*) n.16 at the 31/12/2022

Column (2): number of 2019-2021 LTI Bonus Shares, that will be paid in equal tranches by January of each of the years 2023, 2024, 2025, 2026 and 2027 for the General Manager and the Key Mangers belonging to the Executive Cluster, by January of each of the years 2023, 2024 and 2025 for the other Managers.

Column (4): number of 2022-2024 LTI Bonus Shares, that will be paid in five tranches starting from 2026 and during the following four years to the General Manager and the Key Managers belonging to the Executive Cluster, in three tranches starting from 2026 and during the following two years to the Key Managers not belonging to the Executive Cluster.

Column (5): value calculated taking into consideration the share price recorded on the allocation date. Part of that amount for a maximum of Euro 774,535.67 will be incurred by other companies of the Group where the Key Managers are partially seconded.

Column (8): average share prices recorded at the allocation date.

Column (12): amount referring to the 2022 portions of the 2022-2024 LTI target Bonus.



**Table 3B - Monetary incentive plans for members of the Administration Body, General Managers and other Key Managers**

Surname and Name	Office held	(1) Plan	(2)			(3)			(4)
			Annual bonus			Bonus in previous years			Other bonuses
			(A) To be Paid / Paid	(B) Deferred	(C) Deferral period	(A) No longer payable	(B) To be Paid / Paid	(C) Still deferred	
<b>(I) Compensation from the company that draws up the financial statements</b>									
LATERZA Matteo	General Manager (to 27 April 2022)	LTI 2019-2021 (18 April 2019)						Euro 830,250.02	
	Chief Executive Officer (from 27 April 2022)	STI 2022 (28 April 2022)	Euro 144,246.58						
GIAY Roberto	Deputy General Manager (to 27 April 2022)	LTI 2019-2021 (18 April 2019)						Euro 826,875.02	
	Corporate General Manager (from 27 April 2022)	STI 2022 (28 April 2022)	Euro 457,520.58						
SAN PIETRO Enrico	Deputy General Manager (to 27 April 2022)	LTI 2019-2021 (18 April 2019)						Euro 601,875.09	
	Insurance General Manager (from 27 April 2022)	STI 2022 (28 April 2022)	Euro 475,068.53						
Other Key Managers (n.18) (*)		LTI 2019-2021 (18 April 2019)						Euro 3,842,646.00	
		STI 2022 (28 April 2022)	Euro 2,758,671.23						
									Euro 100,000.00
<b>(II) Compensation from subsidiaries and associates</b>									
LATERZA Matteo									
GIAY Roberto									
SAN PIETRO Enrico									
Other Key Managers (n.18) (*)									
<b>(III) Total</b>			Euro 3,835,506.93					Euro 6,101,646.12	Euro 100,000.00

(\*) n.16 at 31/12/2022

Column (2) (A): amounts relating to the 2022 monetary portion of the 2022 STI Bonus. The amount includes Euro 226,556.82 that will be incurred by other Group companies where the Key Managers are partially seconded.

Column (3) (c): amounts relating to the 2019, 2020 and 2021 monetary portions of the 2019-2021 LTI Bonus that will be paid starting from 2023. The amount includes Euro 160,742.17 incurred by other Group companies where the Key Managers are partially seconded.

Column (4): Welcome Bonus received by the Key Managers partially seconded to other Companies of the Group.

## Investments of members of the Administration and Control Bodies, the General Manager and the other Key Managers

Surname and Name	Office held	Investee company	Class of shares	Number of shares held at the end of the previous year	Number of shares purchased	Number of shares sold	Number of shares held at the end of the current year
CIMBRI Carlo	Chairman	UnipolSai Assicurazioni S.p.A.	ORD	1,697,042	251,947 (*)	115,896 (**)	1,833,093
CERCHIAI Fabio	Deputy Chairman	UnipolSai Assicurazioni S.p.A.	ORD	150,000	0	0	150,000
LATERZA Matteo	General Manager (1)	UnipolSai Assicurazioni S.p.A.	ORD	308,951	51,535 (*)	23,706 (**)	336,780
	Chief Executive Officer (2)						
DE BENETTI Cristina	Director (1)	UnipolSai Assicurazioni S.p.A.	ORD	4,000	0	0	4,000
Jean Francois MOSSINO	Director (2)	UnipolSai Assicurazioni S.p.A.	ORD	2,057	0	0	2,057

(\*) Assignment free of charge of UnipolSai shares, as set forth in the Compensation Plans based on financial instruments (performance share type), intended for the managers of the Company.

(\*\*) Shares sold to pay tax expenses connected to the assignment of shares in accordance with the Compensation Plans based on financial instruments (performance share type).

(1) until 27/04/2022

(2) from 27/04/2022

Table 2: Investments of other Key Managers						
Number of Key Managers	Investee company	Class of shares	Number of shares held at the end of the previous year	Number of shares purchased	Number of shares sold	Number of shares held at the end of the current year
20 (*)	UnipolSai Assicurazioni S.p.A.	ORD	1,873,575	399,024 (1)	238,489 (2)	2,034,110

(\*) of which 18 as at 31/12/2022

(1) Of which 390,374 UnipolSai shares assigned free of charge, as set forth in the Compensation Plan based on financial instruments (*Performance Share type*), intended for the managers of the Company.

(2) Of which 149,985 shares sold to pay tax expenses connected to the assignment of shares in accordance with the Compensation Plans based on financial instruments (performance share type).

## THIRD PART

### Audits of the Key Functions

The Key Functions of the Insurance Company conduct audits, within their Scope of responsibility, on the implementation of the remuneration policies adopted at least once a year.

The activities and the results of said audits are summarised below.

### *Ex ante* Audits of the Risk Management and Compliance and Anti-Money Laundering Functions

The Risk Management and Compliance and Anti-Money Laundering Functions examined the Remuneration Policies that will be submitted for the approval of the Shareholders' Meeting of UnipolSai convened to approve the 2022 financial statements.

The results of the audit confirmed (i) with reference to the Compliance and Anti-Money Laundering Function, that the Insurance Sector Policies that the Insurance Company intends to adopt for 2023 are in line with the regulatory requirements and comply with the provisions of the articles of association, in accordance with the principles set out in the Charter of Values by the Group Code of Ethics, and (ii) with reference to the *Risk Management* Function, the consistency of the objectives, the principles of said Policies and their structuring in accordance with the risk appetite of the Insurance Company in accordance with prevailing laws.

### *Ex post* audits of the Audit Function

The Audit Function must ensure that the Remuneration Policies are correctly applied, in accordance with the guidelines established by the Board of Directors, with a view to the efficiency and protection of the Company's assets.

To this end, audits have been conducted to ensure consistency between that implemented in 2022 and that envisaged by the Remuneration Policies adopted by the pertinent bodies of UnipolSai in effect at the time.

No irregularities emerged from the audits.

## GLOSSARY

In addition to any other definitions contained in other parts of this document, for the purpose of the document, the terms and expressions set out below with the first letter capitalised will have the meaning given to them below in all contexts in which the words are used and regardless of whether they are in the singular or plural form:

<b>Actual Bonus or Total Bonus</b>	The actually accrued amount of the Variable Incentive connected with the UVP System, calculated by applying to the Potential Bonus the result of the access conditions and of the Individual Performance Level, considering the level of achievement of Group and/or Company objectives. Depending on the context in which it is mentioned, it is given by the sum of the STI Bonus and the LTI Bonus or relates to only one of the two.
<b>Additional Company Agreements</b>	Second level agreements with the company Trade Unions on economic and/or regulatory matters relating to the employment relationship.
<b>Additional Key Personnel</b>	The categories of other people besides the General Managers, the Key Managers, including the heads of Key Functions and the people at the highest levels of the Key Functions, whose professional activities could have a significant impact on the risk profile of the Reference Company.
<b>Annual Gross Remuneration or AGR</b>	The fixed Annual Gross Remuneration, with the exclusion of the post-employment benefits, or any reserve or payment in nature and/or with pension purposes incurred by the employer, and any Variable Component, be it paid on a one-off basis or in a continuous, reiterated or deferred manner, and with the exclusion of any bonus, travel compensation or monetisation of social security components. It constitutes the main reference for the calculation of the Variable Incentive: to that end, its amount is considered as at 31 December in the Year of Accrual.
<b>Benefits</b>	Remuneration recognised in nature in accordance with article 2099, paragraph 3 of the Civil Code.
<b>Companies in Scope</b>	The Group Companies that adopt the Group Remuneration Policies and the Segment or Company Remuneration Policies.
<b>Consolidated Gross Profits</b>	Gross profit related to the full consolidated financial statements of Unipol.
<b>Claw-back</b>	Clause that provides for the enforceability of the return - total or partial - of the STI Bonus and/or the LTI Bonus disbursed to the Recipient, upon the occurrence of the conditions defined in the Remuneration Policies of the Group and/or Segment or Company.
<b>Corporate Governance Code</b>	The Corporate Governance Code of listed companies adopted by the Corporate Governance Committee of listed companies and promoted by Borsa Italiana, ABI, Ania, Assogestioni, Assonime and Confindustria.
<b>Compensation</b>	Amount calculated with reference to the Annual Gross Remuneration and the short and long-term Variable Component possibly received as Director.
<b>Cluster</b>	Classification for Unipol Gruppo Managers related to the relevance and complexity of the role and position.
<b>Deferral</b>	The time period lasting between the date of conclusion of the measurement period of the results that determine the accrual of the Variable Incentive and its actual disbursement.
<b>ESG</b>	<i>Environmental, Social and Governance</i>

<b>Fixed Component or Fixed Remuneration</b>	The portion of the remuneration that is stable and irrevocable, calculated and paid on the basis of pre-established criteria and that does not depend either on the performance of the Group and/or of the Company and/or individual performance or on changes in role. It may include Annual Gross Remuneration, various types of compensation paid, monetisation of social security components, compensation paid for covering administrative offices and/or for participation in Board Committees.
<b>Fixed Role Indemnities (IFR)</b>	Additional fixed gross compensation assigned for covering the new role or roles being equal following a broadening of the additional responsibilities/activities. The pro-rata IFR is included in the basis of calculation for the Variable Component and may be subject to reversion.
<b>Group Remuneration Policies or Group Policies</b>	The Remuneration Policies defined by the Parent Company in accordance with articles 71, second paragraph, letter n) and 93 of IVASS Regulation 38, that set out the principles and guidelines that must be applied by the Companies in Scope in the definition of its Remuneration Policies.
<b>Holding Period</b>	Time span during which the Shares attributed by way of Variable Incentive are subject to a restriction on sale of one year, starting from their actual availability in the Recipient's assets.
<b>Host Company</b>	The Group company where the Recipient is seconded to, in whole or in part, also in the interest of the Seconding Company.
<b>IDD Directive</b>	Directive (EU) 2016/97 of the European Parliament and of the Council of 20 January 2016 on Insurance Distribution.
<b>Implementing Regulation of the UVP System</b>	The set of implementing rules that govern the conditions to use the Variable Incentives.
<b>Individual Performance Level</b>	Value between 0% and 100% for each Year of Accrual that expresses the level of achievement of the individual objectives assigned to the Recipient, calculated through the weighted sum of the individual level of achievement of the aforementioned objectives. These objectives are assigned on a cascading basis, ensuring a consistent breakdown between the objectives assigned to Top Management (Area/Department) and those assigned to other Managers (Department/Function). The Individual Performance Level contributes towards the calculation of the amount of the Effective Bonus.
<b>Issuers' Regulation</b>	CONSOB Regulation no. 11971 of 14 May 1999 implementing Legislative Decree no. 58 of 24 February 1998 concerning the regulations for issuers as amended.
<b>IVASS Guidelines</b>	IVASS Letter to the Market of 5 July 2018 called "IVASS guidelines on the application of the principle of proportionality in the corporate governance system of insurance and reinsurance companies and Groups".
<b>IVASS Regulation 38</b>	Regulation no. 38 of 3 July 2018 issued by the Insurance Supervisory Institution (IVASS) with special reference to the Second Part, Chapter VII ("Remuneration and incentive policies") and the Third Part, Chapter VII ("Group Remuneration Policies").
<b>Key Functions</b>	The Compliance Function, the Risk Management Function, the Audit Function and the Actuarial Function.
<b>Key Managers</b>	The persons who directly or indirectly have power, responsibility for the planning, the management and control of UnipolSai identified, according to their areas of expertise, by the Board of Directors or by the directors to whom specific delegation is given by the Board of Directors.

<b>Key Personnel</b>	The parties whose activities may have a significant impact on the risk profile of the Reference Company, identified on the basis of the criteria provided by article 2, paragraph 1, letter m) of IVASS Regulation no. 38 and the identification process illustrated in the Group Remuneration Policies.
<b>Lock-up</b>	Obligation to keep the Shares attributed by the incentive plans established for the specific categories of Recipients according to the methods set out in the Remuneration Policies regarding the Share ownership guidelines and in the specific Regulation.
<b>LTI Bonus or LTI</b>	Long-Term Incentive: the amount of the long-term variable compensation relating to the performance results in the Three-Year Accrual Period, subject and correlated to the level of achievement of the Group targets relating to the Three-Year Accrual Period, which will be paid fully in shares after the end of the Three-Year Accrual Period.
<b>Malus</b>	The clause that can reduce or set to zero the Variable Incentive which has already accrued but still has to be disbursed when the conditions defined in these Group and/or Segment or Company Remuneration Policies are met.
<b>Particularly High Variable Component</b>	Pursuant to the IVASS Guidelines, this is the Variable Remuneration paid to Recipients of a Variable Remuneration potentially higher than 100% of the Fixed Remuneration.
<b>Pay-mix</b>	The ratio, usually expressed as a percentage, between the various components that comprise the remuneration package of the Recipients: Fixed Component, Variable Component disbursed as STI Bonus and Variable Component disbursed as LTI Bonus.
<b>Pay-out</b>	The ratio, usually expressed as a percentage, between the Actual Bonus and the Potential Bonus.
<b>Performance Period</b>	Indicates the annual period relating to which achievement of the short-term performance objectives will be checked for entitlement to payment of the monetary bonus.
<b>Potential Bonus</b>	The maximum amount of the Variable Incentive connected to the UVP System. In accordance with the context in which it is mentioned, it is intended to be the sum of the maximum amount of the STI Bonus and the maximum amount of the LTI Bonus or referring to only one of the two.
<b>Principles</b>	The general Principles that inspire Unipol Gruppo with regard to remuneration policies and practices, described in paragraph 1.
<b>Recipients</b>	The party to whom the provisions of the Remuneration Policies apply and who, unless otherwise provided, take part in the UVP System. Members of the Corporate Bodies, the Key Personnel and all the Managers of the Companies in Scope are Recipients of the Remuneration Policies.
<b>Reference Company</b>	The company to whom the Recipient provides his or her professional services on an exclusive or prevalent basis.
<b>Related Party Procedure</b>	Procedure defined in accordance with article 4 of CONSOB Regulation no. 17221 of 12 March 2010 as amended, relating to transactions with related parties.
<b>Relationship</b>	Indicates the employment and/or collaboration and/or administration relationship between the Recipient and one of the Group Companies. In the event of the simultaneous presence of an employment relationship and a directorship, for the purposes of the UVP System, the employment relationship will normally be taken into account.

<b>Remuneration Policies</b>	Both the Group Remuneration Policies and the Segment or Company Remuneration Policies.
<b>Remuneration Report or Report</b>	This Report on the Remuneration Policy and on the Compensation Paid prepared pursuant to article 123-ter of the Consolidated Law on Finance for listed companies.
<b>Seconding Company</b>	The Group Company where the Recipient is hired and from where he or she is seconded in whole or in part, including in the interests of the company itself, to one or other Group company in order to provide his or her professional services.
<b>Segment or Company Remuneration Policies</b>	The Remuneration Policies that apply to a Segment or a Company of the Group, that add to the Group Remuneration Policies with the necessary regulatory and/or operational adjustments typical for the specific sector.
<b>Severance</b>	Policy relating to the treatment provided after leaving office or terminating the employment relationship.
<b>Shares</b>	All Unipol and UnipolSai Shares, assigned to the Beneficiaries, according to the terms and conditions established by the UVP System for the provision of long-term incentives (LTI).
<b>Solvency II</b>	Regulatory regime referred to by Directive 2009/138/EC on access to and performance of insurance and reinsurance activities (so-called Solvency II Directive).
<b>Stakeholders</b>	All parties with a specific interest in UnipolSai, like for example, shareholders, investors, employees, agents and partners and the future generations.
<b>STI Bonus or STI</b>	Short Term Incentive: the amount of the short-term variable compensation referring to the results of the performance of a certain Year of Accrual, subject to achieving the Group, company and/or individual objectives referring to the Year of Accrual and which will be disbursed entirely in monetary form after the end of the Year of Accrual.
<b>Strategic Plan</b>	The Unipol Group's Strategic Plan for the 2022-2024 three-year period.
<b>TFR</b>	Post-employment benefits.
<b>Three-Year Accrual Period</b>	The period of observation and measurement of the results needed to calculate the LTI Bonus.
<b>Top Management</b>	Senior executives who are not members of the management body and have the power and responsibility for planning, managing and controlling the activities of the company and the group it heads.
<b>Total Shareholder Return or TSR</b>	The return for an investor calculated considering both the share price changes in a certain period and the dividends distributed in that same period, presuming that those dividends will be reinvested in the Company's very shares on the ex-dividend date.
<b>Unipol Group or Group</b>	Unipol and its subsidiaries.
<b>Unipol Gruppo, Unipol or Parent Company</b>	Unipol Gruppo S.p.A.
<b>Unipol Gruppo Shares</b>	The ordinary shares representing the share capital of Unipol Gruppo S.p.A.
<b>UnipolSai</b>	UnipolSai Assicurazioni S.p.A.
<b>UnipolSai Shares</b>	The ordinary shares that represent the share capital of UnipolSai Assicurazioni S.p.A.



<b>UVP Incentive System or UVP System</b>	Variable Incentive System adopted for management personnel of the Companies in Scope.
<b>Variable Component or Variable Remuneration</b>	The portion of the compensation that is not stable and irrevocable, where payment or disbursement depends on the achievement of the performances of the Group and the Reference Company and on individual performances, and determined and paid on the basis of the conditions provided for in the Remuneration Policies of the Group and/or Segment/Company.
<b>Variable Incentive</b>	Generally indicates economic compensation accrued in proportion to the achievement of performance results of the Group, company or individual.
<b>Vesting Period</b>	Indicates the three-year period relating to which achievement of the long-term performance objectives will be checked for entitlement to attribution of the Shares. It coincides with the three-year period of the Strategic Plan.
<b>Welcome Bonus</b>	Monetary remuneration paid on a one-off basis, not connected to the achievement of performance conditions, to be allocated to newly hired personnel, to compensate for the economic elements that the Recipient waives following the termination of his previous employment relationship.
<b>Year of Accrual</b>	Each calendar year in which the Three-Year Accrual Period is divided into and against which the achievement of the performances needed to determine the Variable Incentive is checked.



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