

Generali promotes Telework

Considering the progressive fast changes of technologies and the opportunities that such development is giving to the business,

considering the progressive change of how we live and how we work predominantly influenced by the technological-digital development;

considering how the Group aims at becoming a *simpler and smarter* player by innovating also through the adoption of the new technological and organizational tools; in this specific respect, Group HR has informed the Group EWC about the objective, supported by the Generali People Strategy, of accompanying the transformation of the organization through innovation;

considering the ambition of Generali Group of piloting Smart Working, as stated in the Generali People Strategy under the “*Build agile organization and new capabilities*” (“Build agile organization and new capabilities”) pillar, for which Telework can be one of its components;

being aware of the Telework joint declaration reached on February 10 2015 by the European Insurance sector Social partners and of the national legal frameworks on this subject;

considering the declaration of the Group in its Code of Conduct under the Group Rules chapter “*Promoting diversity and inclusion*” art 3.5 “*enhancing work environment*” – *work remotely (eg : at home).*”;

considering the European social dialogue forum permanently established with the European Works Council at Group level and the relevant fruitful talks engaged at this venue as well as in the different countries;

being aware of the countries autonomy in adopting this kind of initiatives according to local laws, contracts and practices;

therefore and having said the above:

Assicurazioni Generali S.p.A. in the persons of Group HR & Organization Director Monica Alessandra Possa, Juan José Maillo Villa, Marco Perrelli, Antonio Lo Iacono

and

the European Works Council of the Generali Group represented by the Select Committee, in the persons of Benjamin Fueyo (EWC Secretary), Carole Bourner (EWC Deputy Secretary), Christian Klinger, Patrizia Sushmel, Antonin Havlik, Theodor Flamaropol, Paloma Lozano, Wilfried Pecka

Acknowledge the relevant outcomes achieved with the Telework Joint Declaration in the European Insurance Sector - which we enclose hereto for knowledge – and take hereby the advantage to declare their positive approach towards initiatives undertaken by the countries and territories in the scope of Telework which can improve the work-life conditions of its employees, as well as companies' performance.

By mean of this Declaration, Group HR and EWC wish to support the entities in the different territories in creating an innovative work environment in the interest of employers and employees.

Being understood that those practices should be in accordance with local laws, rules and practices and in full respect of the local autonomy of the respective social parties in also reaching declarations or agreements or any other statements in this scope.

Munich, 16 May 2017

Assicurazioni Generali S.p.A.

EWC Select Committee