

Gender Pay Gap Report 2024

Generali UK

- Ordinary and bonus pay

Mean ordinary pay gap	-20.7%
Median ordinary pay gap	-12.0%
Mean bonus pay gap	-61.3%
Median bonus pay gap	-24.0%

- Bonus recipients

Men	Women
55.7%	44.3%

- Quartile distribution by pay bands

	Men	Women
Upper	73%	27%
Upper-middle	57%	43%
Lower-middle	41%	59%
Lower	50%	50%

The mean and median pay gap is calculated by reference to hourly rates of pay as at 5 April 2024. The mean and median bonus gap is calculated by reference to bonuses paid in the 12 months prior to 5 April 2024. This written statement is accurate and has been signed in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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THE GENERALI GROUP

Generali is one of the largest global insurance and asset management providers. Established in 1831, it is present in 50 countries in the world, with a total premium income of € 75.8 billion in 2021. With around 75,000 employees serving 67 million customers, the Group has a leading position in Europe and a growing presence in Asia and Latin America.

GENERAL UK

Generali UK Branch is the operating entity for Assicurazioni Generali SpA in the UK. The business writes a combination of general insurance, life assurance and employee benefit business. The UK Branch was established in 1963 and specialises in writing corporate risks.