Methodology

Snapshot Period	
Snapshot date	June 30th, 2025
Reporting Period - from	July 1st, 2024
Reporting Period – to	June 30th, 2025

This report has been prepared for the Irish reporting legal entity using the snapshot date of June 30th, 2025, and the reporting period from July 1st, 2024 to June 30th, 2025. The calculations include all employees employed by the reporting legal entity during the reporting period. Employees who are not employed by the reporting legal entity, such as seconded employees, are not included.

Hourly remuneration has been calculated by dividing total gross pay by the employee's prorated working hours for the reporting period. Prorated working hours are calculated as the standard annual working hours for a full-time employee, 2,023 hours, multiplied by the percentage of the reporting period during which the employee was employed. Starters and leavers are treated consistently using this same prorating approach. For example, an employee hired in June 2025 would have a working period percentage of approximately 4%.

Bonus remuneration has been calculated based on the STI paid in 2025. Benefits in kind include, but are not limited to, life cover, income protection and pension plan.

The same calculation principles have been applied consistently across the relevant employee population, including full-time, part-time, temporary, starter and leaver populations, unless otherwise stated in the report.

Headcount

Gender	Full-Time	Part-Time	Total	Of which are Temporary
Female	119	8	127	3
Male	87	-	87	1
Other	-	-	-	-
Total	**206**	**8**	**214**	**4**

Gender Gap Calculation – Hourly Remuneration

Type	Mean	Median
All-employees	21,9% (male higher)	18,2% (male higher)
Part-time	-	-
Temporary	1,1% (female higher)	4,0% (female higher)

Gender Gap Calculation – Bonus

Type	Mean	Median
All-employees	33,2% (male higher)	46,3% (male higher)

Gender Gap Calculation – Eligibility

Type	% of all female	% of all male
% employees receiving bonus	92%	97%
% of employees receiving benefits in kind	100%	100%

Quartiles

Quartile	Female		Male	
	Number	Percentage	Number	Percentage
1st Quartile	107	62,6%	64	37,4%
2nd Quartile	13	39,4%	20	60,6%
3rd Quartile	6	75,0%	2	25,0%
4th Quartile	1	50,0%	1	50,0%

Reasons for differences

Generali uses the WTW methodology to grade jobs and to define the corresponding salary, incentive opportunity and benefits framework for each position. This methodology is based on job grade, role content and market reference, and is applied independently of gender.

GG	Female	Men
06	3	-
07	2	-
08	23	12
09	6	5
10	27	20
11	34	21
12	19	11
13	3	13
14	6	2
15	3	3
16	1	-

The main driver of the average hourly remuneration gap is the distribution of female and male employees across job grades. Based on the current analysis, differences linked to the WTW grading methodology explain approximately 79% of the average gender pay gap. This represents 14.38 percentage points of the overall 18.2% average gender pay gap.

This impact is mainly due to the uneven distribution of women and men across the grading structure. A higher concentration of female employees in lower graded positions, combined with a comparatively higher concentration of male employees in higher graded positions, increases the average hourly remuneration gap, even where the same grading and pay principles are applied to roles of equivalent grade.

The bonus gap is also influenced by the same grade distribution effect, as short-term incentive opportunities are linked to salary and grade. The STI paid in 2025 therefore reflects, in part, the underlying distribution of employees across grades and salary levels. Where applicable, legacy individual conditions may also affect bonus outcomes for a limited number of employees.

The part-time population is composed only of female employees in the current reporting period, so the gender pay gap can’t be calculated for this population. The temporary employee population is very small, the gender pay gap should be considered with caution.

The results therefore indicate that the overall gender pay gap is primarily driven by workforce composition and grade distribution rather than by different pay treatment for employees in equivalent roles. Generali will continue to monitor gender representation across grades, pay outcomes and incentive allocation as part of its regular compensation governance processes.