

Generali again among World's Top Companies for Women

Ranking first in Italy and 9th at global level, the Group was recognised once again by Forbes for its dedication to advancing women in the workplace

Generali was included once again by **Forbes** in the **World's Top Companies for Women** list, the ranking that recognises excellence in attracting, retaining, and enhancing female talent by offering flexible work arrangements, skill development programmes, family leave options and a mission that aligns with women's empowerment.

Following a survey that involved approximately 100,000 women working for multinational corporations across 37 countries, the **Group ranked first among its Italian counterparts and 9th in the list of the 400 most female-friendly companies at global level** (from the 22nd place in 2023).

To create the list, Forbes and market research firm Statista asked participants if they would recommend their employer to friends or family, and to rate the corporation on both general workplace practices and on such gender-specific issues as gender pay equity, the management of employee discrimination cases, and whether men and women have the same opportunities for advancement.

Generali's commitment as a Responsible Employer

As a **Responsible Employer** and in line with the Group's People Strategy "**GPeople24 – Ready for the Next**", Generali is committed to promoting diversity, equity, and inclusion in the workplace, upskilling people, nurturing talent in all its forms, and implementing more flexible and sustainable ways of working.

The commitment to gender equality

Generali has always supported gender balance as evidenced by the number of women at Group level out of the total number of employees (51%). In the current strategic cycle, the Group has strengthened its commitment to gender equality setting the ambition to reach 40% women in strategic positions and to further improve the presence of women in managerial roles.

Among the many initiatives supporting Generali's ambition are two acceleration programmes - 'Lioness Acceleration Programme' and 'Elevate' - designed to offer tangible opportunities for growth and leadership



Group's talented women managers through training, coaching, mentoring, and

work after maternity leave initiatives, among others).

Furthermore, in 2023, Generali launched TOGETHER, its first global Women & Allies network aimed at fostering a culture of equality across the organization and increasing awareness around gender equality. The network ensures that diverse perspectives are considered: it highlights the pivotal role of allies, who stand as an indispensable cornerstone in the pursuit of gender equality, while recognizing and celebrating the valuable contributions of both Generali women and their allies in supporting the Group's ambitions. Since 2023, about 6,000 people participated in organized events and contributed to developing Generali's strategy on this topic.

The Group has also invested in its cultural transformation launching a DEI (diversity, equity and inclusion) engagement programme with all its leaders and a journey on unconscious biases codesigned with the global employee resource groups aimed at raising awareness on biases, with a special focus on gender and fostering more inclusive behaviours.

The commitment to eliminating the equal pay gap

Generali has always worked to ensure fair processes and access to equal opportunities for all its employees. Since 2020, the Group has worked to eliminate the equal pay gap (the pay gap between men and women for the same job or jobs of equal value). By the end of 2023, Generali achieved an excellent result with an equal pay gap of 0.9%, one of the best at both national and international levels. While it has not reached zero yet, aiming towards zero is one of Generali's strategic ambitions for year-end 2024.



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Generali is one of the largest global insurance and asset management providers. Established in 1831, it is present in over 50 countries in the world, with a total premium income of € 82.5 billion in 2023. With almost 82,000 employees serving 70 million customers, the Group has a leading position in Europe and a growing presence in Asia and Latin America. At the heart of Generali's strategy is its Lifetime Partner commitment to customers, achieved through innovative and personalised solutions, best-in-class customer experience and its digitalised global distribution capabilities. The Group has fully embedded sustainability into all strategic choices, with the aim to create value for all stakeholders while building



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