

# GENERALI EMPLOYEE BENEFITS NETWORK

AT A GLANCE



September 2023

The GEB Network is a global employee benefits platform that helps multinational corporations succeed by protecting and enhancing their human capital's physical, emotional & financial wellbeing.

**Generali  
Employee Benefits  
(GEB) Network**

**> Value Proposition**

## Coordination of local expertise to support multinational corporations



### **Global presence, one point of contact**

dedicated and best-in-class service teams to simplify the customer journey



### **Technical and innovative mindset**

to unlock new opportunities and answer evolving customers' needs



### **Multinational approach and strong governance**

to provide peace of mind and responsiveness across our extensive network



### **Digital data and information-sharing**

through value-added services and community engagement

**Generali  
Employee Benefits  
(GEB) Network**

**> Our Strengths**

Committed to be your Lifetime Partner.

# CONTENTS

NAVIGATE WITH EASE



THE GEB NETWORK



COMPETITIVE KNOW-HOW



GLOBAL SOLUTIONS



LIFECYCLE POOLING SERVICES MAP



CAPTIVE SERVICES MAP



MOBILITY SOLUTIONS



EMPLOYEE BENEFITS



EGBE



REPORTING



ECOSYSTEM OF PARTNERSHIPS



HEALTH & WELLBEING SERVICES



DIGITAL SOLUTIONS



COMMUNITY ENGAGEMENT

## **GLOBAL PRESENCE, ONE POINT OF CONTACT**

DEDICATED AND BEST-IN-CLASS SERVICE TEAMS  
TO SIMPLIFY THE CUSTOMER JOURNEY



# THE GEB NETWORK

## Key figures YE 2022

**Generali Employee Benefits (GEB) Network** is a business unit of Generali Group, that helps multinational corporations succeed by protecting and enhancing the physical, emotional & financial wellbeing of their human capital.

Established in 1966, GEB is now one of the world's leading employee benefits Networks.



### OUR PEOPLE

Nrs. of employees:

GEB **158**

UK Branch **47**

(of which **55%** Male **45%** Female)

Nationalities: **32**

Average age: **40.27**



### PREMIUMS VOLUME

**€1,636 million**

GWP

(incl. **€162** mln from the other A.G. S.p.A. branches)



### OUR OFFICES

Atlanta, Frankfurt, **Hong Kong**, London, **Luxembourg**, Milan, Mumbai, Paris, **Parsippany**, Prague, San Francisco, São Paulo.



### OUR CLIENTS

**48** Captives

**352** Lifecycle Pooling\*

**3,553** Reinsurance Only

\*Pool clients embed also the number of Global Underwriting



### OUR NETWORK

**131** Network Partners

**33** Generali Group or affiliated,

**2** branches,

**96** correspondent partners

**122** Countries



### FINANCIAL RELIABILITY\*

Financial strength rating:

**A** with stable outlook\*\*

Long-Term issuer rating:

**a+** with stable outlook\*\*

\*Updated on the 5th of December 2022

\*\*issued by AM Best


# COMPETITIVE KNOW-HOW

We are in 122 countries globally, together with our 131 Network Partners

## GEB Network Partners

- ✓ local insurers
- ✓ **top ranked** in their market
- ✓ recognized for their **outstanding expertise and high-quality services**
- ✓ specialists in the employee benefits sector.

 GEB Network

 Local service only

 GEB Offices & Desks



## **MULTINATIONAL APPROACH AND STRONG GOVERNANCE**

TO PROVIDE PEACE OF MIND AND RESPONSIVENESS  
ACROSS OUR EXTENSIVE NETWORK





# GLOBAL SOLUTIONS

Protecting your people, together

## CENTRAL COORDINATION

Strengthening your core, together

- ✓ Dedicated to **Medium size companies**, min. requirements are 2 countries and a consolidated annual premium of EUR 100K
- ✓ **High-level servicing** within a simple contractual set-up
- ✓ **Data flows** and exclusive digital detailed **annual report** access, including benchmarking
- ✓ Access to **Digital Health Services** at preferable rates



## LIFECYCLE POOLING

Adapting to your pace, together

- ✓ Two pooling modes according to the Multinational size: **Multiemployer** (EUR 20K min.) and **Standalone** (EUR 1M min.)
- ✓ The Multiemployer mode is a **full-stop loss** while for the Standalone mode individual and global protections apply
- ✓ For the Standalone mode, bi-annual reporting is provided
- ✓ A **dividend** is payable according to the pooling experience

## GLOBAL UNDERWRITING

Boosting your governance, together

- ✓ **Optimisation** per country and per line of risk depending on a combined ratios analysis
- ✓ Min. of EUR 3 Mio consolidated annual premium with diverse requirements in terms of **country and Medical cover** weights
- ✓ **Rates** are usually **guaranteed** for 3 years, except for medical cover
- ✓ **Neither protections** nor central charges are applied



## CAPTIVE

Going the extra mile, together

- ✓ **Simplified** solution starting from EUR 3M min. consolidated annual premium
- ✓ **Enhanced** solution, with additional servicing levels, accessible from EUR 5M min. consolidated annual premium
- ✓ **Protections** are offered separately: Surplus Treaty, Stop Loss Treaty, or Catastrophic Excess of Loss
- ✓ **Collateral requirements** depending on the risk concentration

# LIFECYCLE POOLING SERVICES MAP

A value-rich journey



## Implementation

- ✓ **Multinational Pooling Agreement (MPA)**
- ✓ **Employee benefits strategy** and objectives set up with the client/consultant
- ✓ **Implementation Plan** based on a **group of priority countries**
- ✓ **Global Coordination** of new business opportunities
- ✓ Possibility to **work with Consultants** on implementations and programme management

## Management

- ✓ **Central Account Team** with Network Partners & Regional Offices servicing the international client/consultant
- ✓ **Analysis of any new quotation** including benchmarks/change in local legislation/market practice
- ✓ **Employee Benefits Knowledge Support** across the GEB Network and **Risk & Underwriting Management**
- ✓ **Flexibility in Terms & Conditions** through the GEB Reinsurance model, including Benefits review, exclusions, etc.
- ✓ **Possible Service Level Agreement** (Standalone)

## Renewals & New Business

- ✓ **Annual Meeting**
- ✓ **Underwriting support & assistance**
- ✓ Analysis of possible prospects and **pooling balance and development**
- ✓ **Minimum requirements** per mode are verified
- ✓ **Protection review** if relevant

## Data & Reporting

- ✓ **Bi-annual Pooling reporting** including a detailed Excel data collection (Standalone) per **Experience Year** together with a summarised PDF report
- ✓ Standalone clients have access to data via the dedicated and **interactive Client Data Centre**. Possibility to review the history of the pooling experience over 5 years per country and cover.
- ✓ **Access to GEB Country Insights** (powered by Axco)
- ✓ **Compliant & high-quality Information Security Management System** ISO/IEC 27001:2013 certified

## Financial Services

- ✓ **Global economy of scale** due to the scope of risk increasing
- ✓ **Possible International Dividend**
- ✓ **Optional reinvestment Dividend in Employee Wellbeing Services**
- ✓ **Financial impact** on pooling through possible protections
- ✓ **No costs of implementation and no costs in case of cancellation**

## Health & Wellbeing

- ✓ **Dedicated Health & Wellbeing team** to assist clients (all modes)
- ✓ **Global Medical Dashboard Reports** with interactive claim utilization and trend reports (all modes)
- ✓ **Health Resource Centre**
- ✓ **Preferential rates on Digital Health & Wellbeing services**
- ✓ **Individualized meetings** with GEB's team of **Health & Wellness experts** giving advice and support, based on data analytics (all modes)

# CAPTIVE SERVICES MAP

A value-rich journey



## Implementation

- ✓ **Retrocession agreement**
- ✓ **Employee benefits strategy** and objectives set up with the client/consultant
- ✓ **Implementation Plan** based on a group of priority countries
- ✓ **Global Coordination** of new business opportunities
- ✓ Possibility to **work with Consultants** on implementations and programme management
- ✓ **Protections analysis** and set up

## Management

- ✓ **Central Account Team** with Network Partners & Regional Offices servicing the international client/consultant
- ✓ **Employee Benefits** Knowledge support and **Risk & Underwriting** advice
- ✓ **Ad hoc Annual Service Planning**
- ✓ **On-demand tailored-made SLA (Service Level Agreement)**
- ✓ **Audit Support**

## Renewals & New Business

- ✓ **Renewal Meeting** (yearly or twice a year)
- ✓ **Captive Underwriting** support & assistance with the established procedure of **central quote validation**
- ✓ **Activity Tracker** and monitoring of local activities
- ✓ **Captive Renewal Dashboard** including Renewal analysis
- ✓ **Disability reports**

## Data & Reporting

- ✓ **Quarterly (or annual if Simplified Captive)** reinsurance reporting via the dedicated **Client Data Centre**
- ✓ **Claims details** as per reinsurance data
- ✓ **Underwriting Year Data** available from a large group of Network Partners
- ✓ **Large Claims Review**
- ✓ **Summary of Country Coverage contracts** (performance overview)
- ✓ **Surplus Protection report** of individual cuts to Captive (if opted-in)
- ✓ **Stop-Loss Protection report** of global losses removal (if opted-in)
- ✓ **CAT protection**
- ✓ **Access to GEB Country Insights** (powered by Axco)
- ✓ **Compliant & high-quality Information Security Management System** ISO/IEC 27001:2013 Certified

## Financial Services

- ✓ **Cash Call Provisions**
- ✓ Possibility for non-deposited reserves (reported)
- ✓ **Reinsurance & Risk management protections**
- ✓ **Invoicing & Balance payment monitoring**
- ✓ **Returns on assets** ceded entirely to Captive
- ✓ **Financial statements on a quarterly basis** including protections balances if any

## Health & Wellbeing

- ✓ **Dedicated Health & Wellbeing team** to assist clients
- ✓ **Global Medical Dashboard Reports** with interactive claim utilization and trend reports
- ✓ **Health Resource Centre**
- ✓ **Preferential rates on Digital Health & Wellbeing services**
- ✓ **Individualized meetings with GEB's team of Health & Wellness experts** giving advice and support, based on data analytics

# MOBILITY SOLUTIONS

Moving forward, together

**Single point of contact for your globally mobile employees' protection.**

GEB's dedicated International Mobility team specialises in offering tailored Employee Benefits solutions to multinational companies for their globally mobile employees and expatriates.



GEB's dedicated **International Mobility team** is available for any questions or support. Get in touch at [internationalmobility@geb.com](mailto:internationalmobility@geb.com) or find out more at [geb.com](http://geb.com).

## SOLUTIONS

- ✓ Group **Life** Insurance
- ✓ Group **Accident** Insurance
- ✓ Group **Disability** Insurance
- ✓ Group **Health** Insurance
- ✓ **International Retirement & Savings**

REQUEST A QUOTE ON



## OUR OFFER

### ONE BUNDLE SOLUTION

GEB International Mobility bridges the offer of GEB's Network Partners worldwide with the **needs of our stakeholders**, and proactively proposes the best solution with a holistic approach:

- ✓ **One or multi-carrier** arrangements
- ✓ **Admitted and/or Non-Admitted**

# EMPLOYEE BENEFITS

We've got your back

**With you and your employees, beyond the working hours.**

In today's dynamic and busy world, employee benefits have become an inextricable part of human resources and risk managers' practice. Not just the experienced staff but also the younger generations consider these now fundamental when looking at career moves and overall compensation.



Get in touch and find out more at [geb.com](https://geb.com).

Life



Health



Disability



Group  
Personal  
Accident



Pension &  
Retirement  
Savings



Travel & Vacation  
Rental  
*EMPLOYEE-PAID  
BENEFIT*



## **TECHNICAL AND INNOVATIVE MINDSET**

TO UNLOCK NEW OPPORTUNITIES AND ANSWER  
EVOLVING CUSTOMERS' NEEDS



## EGEB

Backed by the highest data privacy and protection standards, eGEB supports clients end-to-end.

**With the launch of eGEB we push the boundaries of customer experience and capabilities in underwriting, actuarial, and portfolio risk management flows.**

This new ecosystem of applications fully integrated answers new market needs in terms of **compliance with data privacy, business continuity, and cybersecurity** and it is also a paramount step to comply with **IFRS17 requirements**.

eGEB provides a state-of-the-art and integrated applications ecosystem assuring:












- ✓ end-to-end processes automation, from the ingestion of information flows - provided by Network Partners - to the production of reports detailing the client results;
- ✓ improved data granularity with 20 times more computing power than the previous system.





# REPORTING

Access to relevant data is what makes the difference in making the right decisions.

	 CONTRACTUAL CURRENCY	 LOCAL CURRENCY	 INDIVIDUAL CLAIM DETAILS	 PROTECTION REPORTING	 FREQUENCY	 TIMING	 EXPERIENCE YEAR	 OCCURENCE YEAR	 CLIENT DATA CENTRE	 MEDICAL REPORTING	 DISABILITY REPORTING
<b>CENTRAL COORDINATION</b>	✓	✗	✗	✗	Annual	March	✓	✗	✗	✗	✗
<b>LIFECYCLE POOLING MULTIEMPLOYER</b>	✓	✗	✗	✗	Annual	September	✓	✗	✗	✗	✗
<b>LIFECYCLE POOLING STANDALONE</b>	✓	✓	✓	✗	Bi-annual	June - September	✓	✗	✓	✓	✗
<b>CAPTIVE SIMPLIFIED</b>	✓	✓	✓	✓	Annual	May	✓	✓	✓	✓	✓
<b>CAPTIVE GOLD &amp; PLATINUM</b>	✓	✓	✓	✓	Quarterly	30 or 45 days after the quarter	✓	✓	✓	✓	✓



# ECOSYSTEM OF PARTNERSHIPS

Support your employees' health & wellbeing, strengthen your global solution



## PREVENTION & ASSISTANCE

### **SYMPTOM CHECKER**

*powered by Sensely*

Medical triage and direction to care via a virtual assistance platform that quickly assesses symptoms to provide your employees with instant advice on what care they need and how to access it.

### **HEALTH ENGAGEMENT PLATFORM**

*powered by Dialogue (formerly TicTrac)*

A customizable wellness platform that uses behavioural science to help your employees adopt healthy behaviours, individually and within teams.

### **MENTAL HEALTH RISK MANAGEMENT**

*powered by FlourishDX*

Implement best practices in workplace mental health using software that identifies and mitigates mental health risks in the workforce, trains line managers and provides employee mental health resources.

## CONSULTING & CARE

### **EMPLOYEE ASSISTANCE PROGRAMME**

*powered by LifeWorks & Workplace Options*

Supporting all facets of wellbeing including mental, social, physical and financial through direct access to professional counsellors, educational resources and digital health tools.

### **TELEMEDICINE**

*powered by Europ Assistance*

24/7 access to doctors and specialists via phone, video or chat with prescriptions and medication delivery subject to local regulations. Available in more than 27 countries.

### **SECOND MEDICAL OPINION**

*powered by Europ Assistance*

Providing expert medical advice from world leading specialists to advise patients on complex diagnoses and treatment options.

### **TRAVEL DOCTORS**

*powered by Air Doctor*

Search for doctors by location, speciality, and language to get an appointment at the click of a button, with minimal disruption to travel.

### **MUSCULOSKELETAL CARE**

*powered by EQL*

Receive medical triage and treatment for musculoskeletal conditions remotely, to avoid joint and muscle pain getting in the way of daily life.

### **FINANCIAL WELLBEING PLATFORM**

*Powered by Fidelity Workplace Consulting*

Global online assessment of your employee's budgeting, debt, savings and protection status, with educational content to improve their knowledge to take actions that improve their financial outcomes.

GEB's Digital Health Services can be purchased on a separate, standalone basis to provide global wellbeing solutions, or to address gaps in cover in specific regions. Preferred pricing is available, for more information please contact [partnerships@geb.com](mailto:partnerships@geb.com).

# HEALTH & WELLBEING SERVICES

## Informed Solutions for Better Health

Medical risk management expertise, data insights, and innovative health products for the global workforce.

## REPORTING, ANALYTICS & GUIDANCE

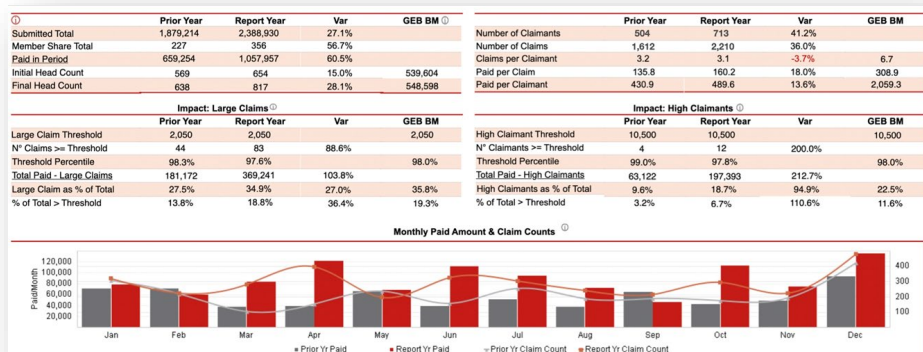
Global Dashboard Reports to supplement local reporting

- ✓ Reporting on approximately 40 countries, representing over 95% of GEB's portfolio premium volume
- ✓ Produced annually on Paid Claims (some ad hoc reporting available)
- ✓ Online, tabular, and interactive dashboard reports
- ✓ Country-specific data including utilisation KPIs, peak claims, age/gender profiles, benefit & diagnostic categories, provider network usage, stress indicators, and benchmark comparisons
- ✓ Year-over-year variances with root causes (e.g., Incidence, Frequency, Average Cost)



## HEALTH RESOURCE CENTRE

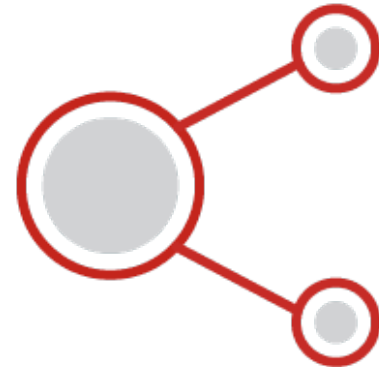
- ✓ Country Health Profiles
- ✓ Digital Health Services
- ✓ Access to global medical dashboard reports
- ✓ Multilingual Health Kits
- ✓ Podcasts & Webinars
- ✓ Health news from GEB



For questions or support, contact GEB's dedicated **Health & Wellbeing** team via email at [health@geb.com](mailto:health@geb.com) or learn more at [geb.com](http://geb.com).

## **DIGITAL DATA AND INFORMATION-SHARING**

THROUGH VALUE-ADDED SERVICES AND COMMUNITY  
ENGAGEMENT



# DIGITAL SOLUTIONS

Designed for clients and intermediaries

REQUEST AND MANAGE MOBILE BENEFITS QUOTES ONLINE

**ENOMAD | Be the captain of your journey**



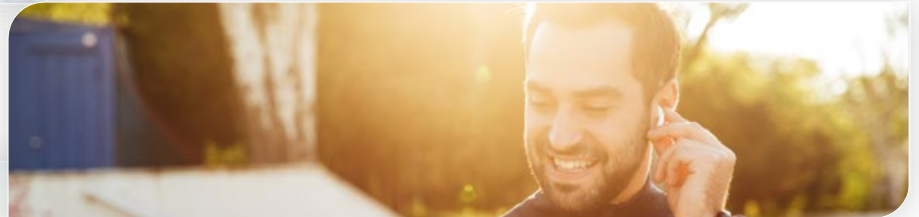
FOCUSED LOCAL INSIGHTS INTO BENEFIT NORMS AND PRACTICES

**COUNTRY INSIGHTS | Local EB focus, digitally accessible**



ONE PORTAL FOR REPORTS AND DASHBOARDS FOR OUR CLIENTS

**CLIENT DATA CENTRE | What it takes to fly your own plane**



ENHANCING LOCAL BENEFITS AND WELLBEING SERVICES

**DIGITAL HEALTH SERVICES | Finding peace of mind, together**

# COMMUNITY ENGAGEMENT

Connects, subscribe, learn, share, exchange, explore.

## QUARTERLY UPDATES #GEBInsights



EXCLUSIVE  
KNOWLEDGE  
#GEBPodcast

Tune into Mosaico,  
our new official  
podcast.

Mosaico brings together our insurance partners, connecting different capabilities into one harmonious global view.



## CONFERENCES & EVENTS #GEBEvents

**28 Sep 2022** / Events

**CAPTIVE APÉRO IN PARIS**

We are delighted to invite our French intermediaries to our Captive Apéro in Paris, a new event format focusing on Captive and entirely dedicated to the French market

[READ MORE >](#)

**24 Jan 2023 - 31 Dec 2023** / Events

**LUX4CAPTIVES - THE SERIES**

We are proud to launch our first meeting with the Captive community in Luxembourg. We designed a new event format to share best practices among peers and discuss innovative solutions a...

[READ MORE >](#)

**24 May 2023 - 26 May 2023** / Events

**GEB Global Conference 2023**

We are looking forward to meeting again our Clients, Network Partners and Intermediaries in Milan.

[READ MORE >](#)



WEEKLY  
UPDATES  
ON LINKEDIN



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CHANNEL

# THANK YOU, LET'S STAY CONNECTED

WITH YOU, WHEREVER YOU ARE

[CONTACT US](#)  
[AT GEB.COM >](#)



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