

Generali Employee Benefits

Local Protection
Global Connection

geb.com



Over
1500
clients

Over
90%*
would recommend
us

Present in more than
100
countries worldwide

Over
50
years
Leading employee
benefits
worldwide

200
years
as global insurance
player

The true global network

The Generali Employee Benefits Network (GEB) is the number one Employee Benefits network in the world by geographic reach and size.

For over 50 years, we have supported our clients' international success by effectively protecting their human capital.

Our strong and long-standing relationships with both partners and clients, coupled with industry expertise and our integrated network, make us the leading player in the market.

Over 90%* of our clients would recommend us to others. We have consistently invested in their future by entering new regions, developing unique solutions and advancing innovative strategies to help them achieve their goals.

* Based on results of GEB Customer Survey



Global reach

GEB provides access to leading insurance solutions in over 100 countries. The Network has greatly expanded its presence in Africa, Central and Eastern Europe, Latin America and Asia Pacific. This is an expression of the GEB Network's commitment to be where clients need solutions.

Solidity

GEB is a strategic unit of the Generali Group, one of the world's top insurers by global premium income.

A cohesive network

GEB is recognised for maintaining one of the largest and most cohesive networks in the industry. The majority of business is placed with Generali-owned companies or exclusive GEB Network partners.

High-touch service



Dedicated professionals are committed to helping clients succeed. GEB Network local companies are market leaders in most of the countries. Service Level Agreements assure the timeliness of responses at both central and local levels, and consistent access to high quality service standards.

Insight

Generali experts facilitate coordination and information gathering, to enhance a company's risk management capacities and to help them obtain the most from the benefits they provide to employees.

Competitiveness

GEB works with its clients to deliver the best combination of products and services. This ensures cost control optimisation and maximises return on investment.



GEB solutions to companies needs

In today's global economy, companies of all sizes and in every sector compete in the international arena. In order to establish competitive and consistent employee benefits programmes, these companies face challenges in controlling costs and operating across multiple countries.

At the same time, workplace benefits, and their impact on daily lives, are increasingly under the spotlight as key to attracting and retaining talent, and to enhancing the wellbeing of employees.

As a leading global network, GEB is the ideal partner to match challenges ahead with superior benefits strategies.

GEB can provide top quality employee benefits solutions in over 100 countries, and consolidate worldwide policies with sophisticated international programmes, such as Multinational Pooling and Reinsurance to Captive, to foster global coordination and insight.

The Generali teams identify the strategy best suited to each company based on the number of insured employees, premium volume, distribution and spread of risk, as well as clients' risk tolerance and management philosophies.

Local **compliance** and global consistency

Cost **control** and optimisation

Global **coordination** and monitoring

Knowledge transfer

Return on investment

Talent management and retention

GEB's flexible and smart solutions **support** companies to manage **complexity** and effectively invest in their **employees**

Our international programmes



Captives: Generali is the world leader in today's captive market, and has consistently maintained its competitive advantage over the years. World-class underwriting, servicing and reporting skills make GEB the provider of choice for the vast majority of multinational corporations using their captives for Employee Benefits programmes.



Multinational Pooling: Multinational pooling combines the local group insurance policies of a multinational's subsidiaries around the world. The key advantage is the benefit from enhanced control and coordination. By pooling the financial performance of local employee benefits contracts into a single centralised account, companies can balance potential losses in some countries against positive experiences in others.



Small & medium-sized international companies: The advantages of multinational pooling are also available to small & medium-sized companies thanks to GEB's Multiemployer mode which combines the experience of different employers' policies into one large pool, granting them full access to Generali's strengths and services.

Global Underwriting Programme: The Global Underwriting Programme is ideal for clients that have outgrown the traditional pooling concept but are not quite ready to implement a captive programme. Where pooling offers an opportunity to optimise the financial and information flow of international employee benefit plans, the Global Underwriting Programme goes a step further and allows for a proactive funding strategy. This encompasses not only upfront pricing optimisation across the entire programme but also enhanced terms & conditions negotiated centrally.

Comprehensive range of solutions to companies evolving needs

Our holistic approach is designed to meet the evolving needs of multinational employers: From Group Life & Disability, to Accident, Retirement, Expatriate, Healthcare and Wellness solutions.

Protection



- Life and Disability and Accident solutions
- Tailored benefits designs
- Competitive terms & conditions

Health & Wellness



- GEB dedicated Health Centre of Excellence
- Unique set of reports with the right data to understand trends and underlying cost drivers
- Support to effective risk management and coordination of global health portfolios
- Tailored solutions focused on Health promotion, Screenings and prevention, Assistance and productivity

Expatriate



- Comprehensive cross-border solutions (life, disability, accident, travel, retirement, healthcare)
- International benefits designs and portability of coverage
- Coordination of international coverages

Retirement & Savings



- Locally admitted pension schemes
- Centralised investment management through SICAV in Luxembourg
- Unified reporting and overall coordination across countries

Services that create value

We have been leading and shaping the employee benefits market for the last 50 years by continuously investing in innovation that simplifies solutions and brings added value to our clients.

Insight: Access to relevant data is what makes the difference to making the right decisions. So, we continuously strive to improve data quality and communication via IT solutions and frequent technical reviews of our network partners.

Global coordination: Our powerful and easy to use reporting tools, from our interactive Booklet to annual reports and dedicated analysis, allow our clients to quickly obtain up to date overviews of their entire benefits plans.

Local granularity: Our quarterly reports “Reinsurance Updates” give a breakdown by country and policy to help companies regularly monitor experience and identify trends at a local level.

Knowledge: The GEB Country Benefits Manual provides annually updated descriptions of local mandatory plans and most used supplementary employee benefits arrangements. Easy to use and access, the manual is available online as well as on iPads and Android tablets (iCBM).

Educational opportunities: We regularly organise seminars and conferences, including customer committees and regional workshops, to discuss latest trends and state of the art solutions with top employee benefits specialists worldwide.

Commitment to investing in the **future** for our clients

Insight: Unmatched reporting capabilities to enhance competitiveness

A **single point of contact** into the Generali world

Information, training and education

What makes us world leader

A globally integrated network: The GEB Network operates out of regional offices spread around the world, and with over 120 leading insurers, most of which are Generali companies or exclusive partners.

Global Governance: one of the largest and most cohesive networks in the industry

Minimising risks, maximising returns

Centralised control - local interface with our experts

Unrivalled **expertise** in risk management, dedicated service team

Passion for excellence and deep commitment to long-term partnerships

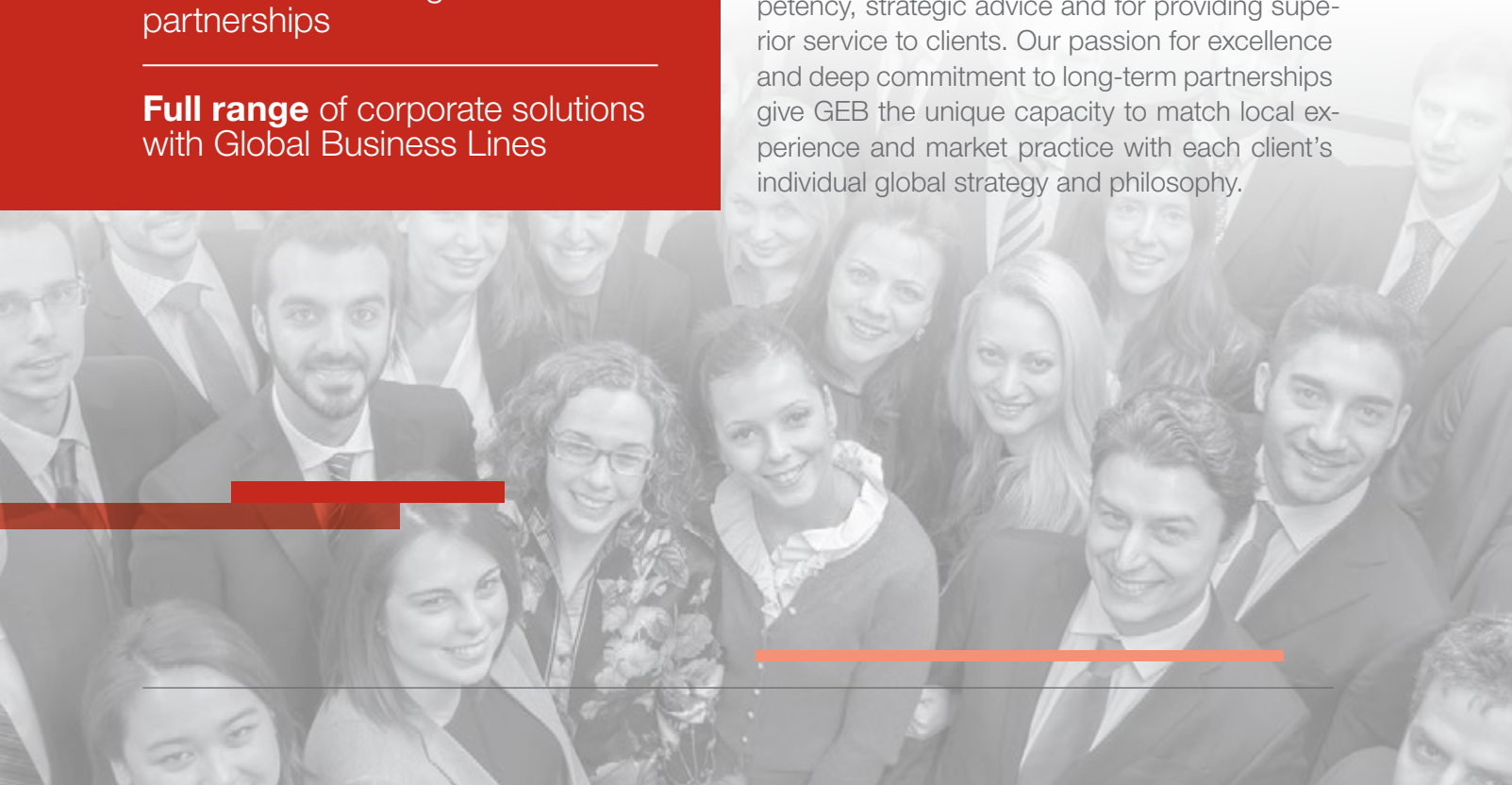
Full range of corporate solutions with Global Business Lines

Where risks can best be managed: GEB Network is based on a fully centralised approach to risk management. Each local insurer is linked to GEB via a treaty which allows us to centralise worldwide employee benefits risks into a single programme, where Generali is the ultimate bearer of the risk.

Governance: Our global presence and centralised model ensure full control at local and central levels for the benefit of our clients. This set-up further allows us to offer more flexible underwriting and attractive financial terms and conditions, as well as service excellence throughout the GEB network.

Experience: With 50 years of experience, Generali is well positioned to understand local markets and how to tailor offerings to the needs of multinationals. A proactive approach to risk management helps clients derive the most value from their benefits programmes around the world.

People: GEB's globally minded and talented professionals are recognised for their strong competency, strategic advice and for providing superior service to clients. Our passion for excellence and deep commitment to long-term partnerships give GEB the unique capacity to match local experience and market practice with each client's individual global strategy and philosophy.



Breadth of solutions: Adopting a holistic approach to multinational clients' needs, Global Business Lines provides a full range of solutions in global insurance and assistance. Our dedicated corporate lines leverage the strengths of:

- Generali Employee Benefits (GEB) + Generali Global Health (GGH)
- Global Corporate & Commercial (GC&C)
- Europ Assistance (EA)

GGH is a Health Insurance Unit promoting world-wide plan to companies, organisations, expatriates. GC&C (Expo 2015 official insurer) completes GEB's offering with a focus on property, casualty and specialty needs. Our clients can also rely on Europ Assistance, world leader in assistance and support services.

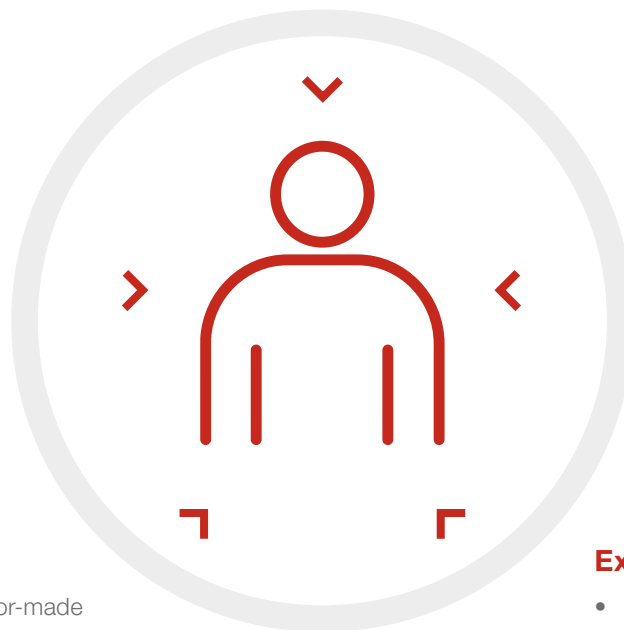
With a single access point to its multinational, 360° programmes and world class expertise, Generali Global Business Lines enables clients to obtain the maximum from integrated insurance and risk management strategies.

Full range of solutions for client needs

- Integrated insurance and risk management capacity
- Tailored design based on unique needs and strategy

Service Support

- Service Manager responsible for programme delivery



Additional Services

- Crisis Management
- Captive fronting

Governance

- Better control and tailor-made coverages of specific exposures
- Global coordination and maximum level of flexibility

Extensive Global Network

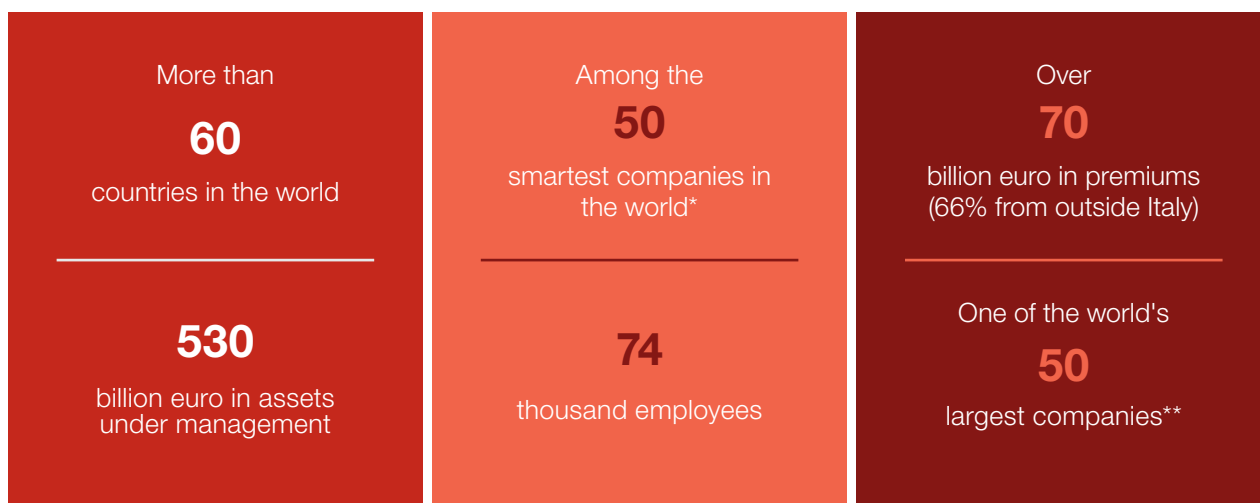
- Centralised services and synergies
- Local control to ensure worldwide excellence across the spectrum

The Generali Group – a solid foundation

Founded in 1831, the Generali Group offers clients the maturity and stability of an international insurer with nearly 200 years' experience in the industry. Today, Generali is a leading insurer in Europe and one of the world's top insurers by global premium income.

The Group's sound capital position and strong business profile are based on international diversification and local presence in established and growing markets. Due to its strong ability to innovate, and ambitious yet realistic vision, Generali is the only insurer listed among the 50 smartest companies in the world according to the MIT Technology Review (2015).

One of the leading insurers in the world



2016 figures // *Source: MIT Technology Review **Source: Fortune Global 500

Live the Community

Generali actively contributes to the wellbeing of our society, operating with a long-term vision and responsibility towards future generations.

The Group is recognised for its integrated approach to Socially Responsible Investments and is a signatory company of the Principles for Responsible Investment (PRI) of the United Nations (UN). Generali further supports the UN Global Compact on human rights, environmental protection and fight against corruption.

In the communities where the Group companies are rooted, Generali collaborate with NGOs and institutions worldwide in the areas of culture, sports, scientific research, education, and medical assistance.

More information on the Generali Group can be found at www.generali.com



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