

GEB Solutions

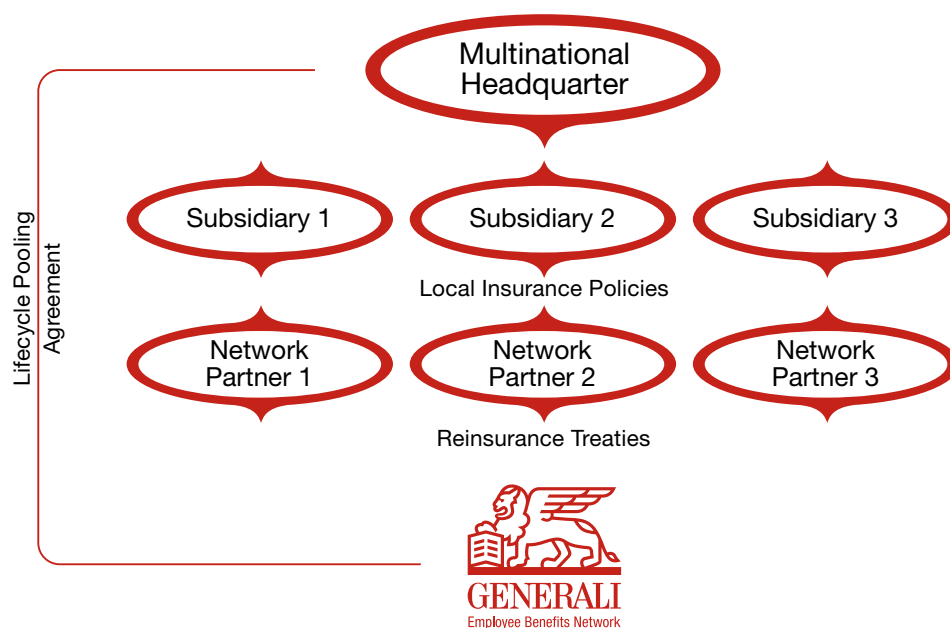
Lifecycle Pooling

Adapting to your pace, together

Choosing a flexible and adaptive global guidance



Through Assicurazioni Generali S.p.A. - Luxembourg Branch (Generali Employee Benefits - GEB) present in over 120 countries, international companies can choose GEB Lifecycle Pooling Solution for their Employee Benefits plans.

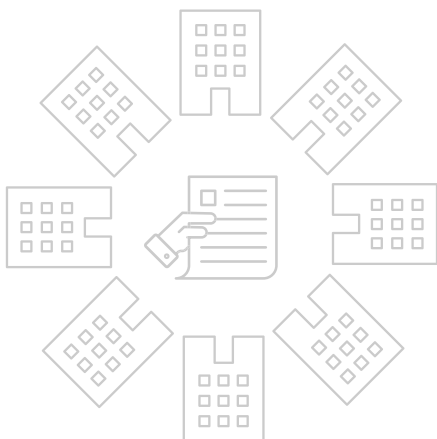


Lifecycle Pooling: summarised

Multinational Pooling is a financial tool designed to help multinational corporations execute their global Employee Benefits strategy. It allows the multinational company to combine the Employee Benefits contracts of its subsidiaries (50%+ shareholder) around the world into a centralised profit and loss account. This helps ensure economies of scale and influence on local terms and conditions.

- ✓ Global reporting that offers centralised insights into how benefits programmes in each country have performed
- ✓ Access to a leading Network of insurers and therefore improved access to products and services
- ✓ Access to comprehensive claim and financial data in order to drive optimisation
- ✓ Greater control over local service quality
- ✓ Regular updates on global and legislative changes
- ✓ Greater stability of costs over time
- ✓ Introduction to an eco-system of preferred digital health partnerships
- ✓ Access to annual medical claims reporting (only Standalone mode)

Multiemployer mode



Standalone mode



Solution Implementation

Setting the GEB Lifecycle Pooling solution is simple as our experienced teams will develop tailored implementation plans that are adapted to each company's benefits strategy and needs. By combining the employee benefits contracts of participating countries into a single account we are able to provide detailed annual reporting on all of the participating policies, as well as a financial summary showing the aggregated result.

If the overall experience of the Employee Benefits contracts participating in the pool is positive in a calendar year, a profit share (called multinational pooling dividend) is paid back to the head office of the multinational company.

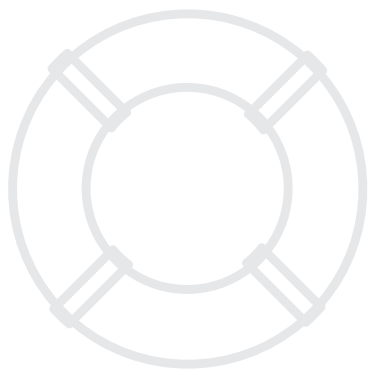
Additional cost savings can be generated through the redistribution of underwriting margins back to the head office of the multinational company.

Multiemployer vs. Standalone mode

Generali's Lifecycle approach makes it easy to switch from a Multiemployer to a Standalone mode. It is adapted to the client's journey as they increase the number of countries and premiums participating in the pool.

The **Multiemployer mode** and its full Stop Loss protects smaller contracts from the volatility of claims experience from which companies would be unlikely to recover. The **Standalone mode** provides additional flexibility for larger programmes and caters to clients interested in a more proactive approach to benefits management.

To help stabilise performance, GEB's Standalone mode is equipped with protections intended to limit losses deriving from individual peak claims and/or aggregate claims. Depending on the Lifecycle mode, losses are either carried forward to the next year, or fully absorbed by GEB (Multiemployer mode).



The requirements

GEB Lifecycle Pooling solution in Multiemployer mode:

- ✓ EUR 20,000 in pooled premiums*
- ✓ Minimum eligible coverage premium relates to at least two countries

GEB Lifecycle Pooling solution in Standalone mode:

- ✓ EUR 1 million in pooled premiums**
- ✓ Minimum eligible coverage premium relates to at least three countries

** For premiums to be taken into consideration, they must be placed with GEB Network Partners and exceed EUR 2,000 per country.*

*** For premiums to be taken into consideration, they must be placed with GEB Network Partners and exceed EUR 50,000 per country.*

The Lifecycle Pooling solution in Multiemployer mode is available in EUR currency only, while in the Standalone mode the solution can be set up also in CHF, GBP and USD currencies.

The requirements for Multiemployer or Standalone modes will be measured at the end of the experience year and an automatic switch between the two modes may happen.

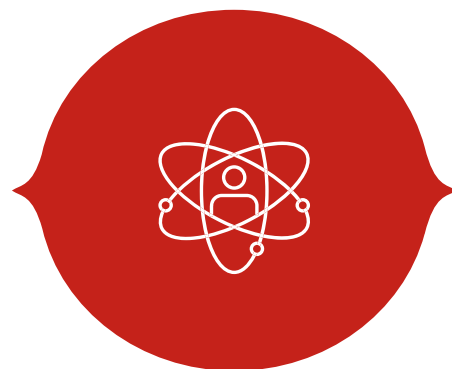
The protections

Most group insurance benefits can be included in a pool, such as Life assurance, Accident cover, Medical insurance and short-term and long-term Disability cover.

Available forms of protection for the **Standalone mode** include the following:

1. Pooling Point Protection: protects the pool against individual peak claims
2. Stop Loss Protection: limits a negative experience balance (aggregated claims) at the end of the accounting period. The Stop Loss takes effect no matter what kind of claims – associated with whatever lines of risk – have actually occurred.

The key benefits for clients



GOVERNANCE AND GLOBAL SERVICES

- ✓ One point of contact for all your worldwide Employee Benefits activities
- ✓ A consistent level of service and proactive management
- ✓ Health & Wellbeing services and prevention content to enhance the HR & Risk strategy



DATA TRANSPARENCY AND REPORTING

- ✓ Regular reports and a continuous flow of information
- ✓ Access 24/7/365 to reports and documents via the GEB Client Data Centre (only for Standalone mode)
- ✓ Medical claims reporting tools support the qualified medical renewal
- ✓ Access to GEB Country Insights, powered by AXCO



FINANCIAL BENEFITS

- ✓ Multiemployer mode: For all countries with a positive balance a multiemployer pooling dividend will be paid to the multinational head office.
- ✓ Standalone mode: with positive pooling balance, a multinational pooling dividend will be paid back to the multinational head office

Our ecosystem of Partnerships

GEB's **Digital Health Services** can be purchased on a separate, stand-alone basis to provide global wellbeing solutions, or to address gaps in cover in specific regions. Preferred pricing is available and clients with pooling dividends may use these to fund the services. For more information please contact partnerships@geb.com or find out more at geb.com.

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

Prevention & Assistance

✓ **EMPLOYEE ASSISTANCE PROGRAMME** *powered by LifeWorks*

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

✓ **SYMPTOM CHECKER** *powered by Sensely*

Medical triage and direction to care via a character-based, voice-enabled 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 (CIAO)** *powered by TicTrac*

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



Consulting & Care

✓ **MENTAL HEALTH RISK MANAGEMENT** *powered by FlourishDX*

Implement best practice in workplace mental health, incorporating an employee mental wellbeing app with software and tools to help employers identify and mitigate mental health risks in the workforce, including line manager training.

✓ **TELEMEDICINE** *powered by Europe 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 Europe Assistance*

Providing expert medical advice from world leading specialists to advise patients on complex diagnoses and treatment options for critical and non-critical care, chronic disease and case interventions for invasive elective procedures.





We help you take care of the risk

By partnering with GEB you get the right guidance thanks to centralised expertise and insights.

Local insights and global presence

We are one of the largest global employee benefits networks, thanks to strong relationships we have built over the years with local insurers in more than 120 countries. The partnership with the Network Partners is built on reinsurance treaties.

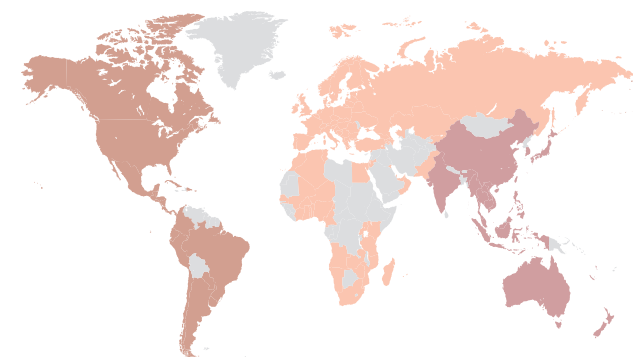
Experienced professionals and knowledge

With more than 50 years of experience, we are recognised for our outstanding service. It is part of our corporate culture to protect and enhance people's lives and we will do what it takes to find a solution that suits your needs.

Enhanced data and information flow

Our reports provide detailed data and information concerning trends and the experience of your benefit contracts. You can count on comprehensive support upon renewal of each local contract and throughout the duration of the programme.

In addition, through our medical reports you can get specific insights on medical trends, utilisation patterns and the most significant diagnostic categories: enabling you to more effectively implement initiatives to mitigate targeted cost drivers.



For more information please contact your GEB Service Team or visit geb.com

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