

Driving Excellence

GENERALI EMPLOYEE BENEFITS NETWORK

AT A GLANCE



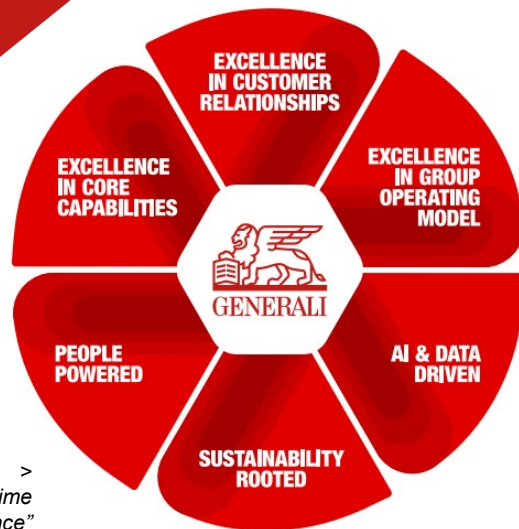
July 2025

GEB CONTRIBUTION TO THE GENERALI GROUP STRATEGY: LIFETIME PARTNER 27

Generali
Employee Benefits
(GEB) Network

Value Proposition

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



>
Generali Group Strategy "Lifetime
Partner 27: Driving Excellence"

Multinational approach and strong governance

We leverage a multinational strategy, supported by robust governance structures, ensuring consistent and reliable operations across all regions

OUR STRENGTHS

AGILE, RESILIENT,
AND UNIFIED

Global presence, one point of contact

Our network spans the globe, providing seamless access to international resources and expertise through a single, dedicated point of contact.

Technical and innovative mindset

Our team is driven by a technical and innovative mindset, constantly pushing the boundaries to develop cutting-edge solutions and stay ahead in the industry.

GEB NETWORK – FULL YEAR 2024 IN NUMBERS



PREMIUM VOLUME

€ 1.9B* GEB Network top-line

Of which **€ 1.643M** reinsured to GEB

GWP x LOB

Medical € 610M

Life € 464M

Disability € 429M

Accident € 140M

GWP x GEO AREA

EMEA € 946M

The Americas € 376M

Asia € 321M

*Amount before quota share to GEB - subject to local estimation



CLIENTS

684

N. of all programs globally

62 Captives

€ 840M GWP

+5 vs. 2023

298 Pools

€ 386M GWP

-44 vs. 2023

28M Pooling dividends paid

324 Other Global Solutions*

€ 417M GWP

+61 vs. 2023

*Other Global Solutions embed also the number of GUIP



NETWORK

136 Network Partners

127 Countries

Whereof **35** Generali Group or affiliated and
101 Active non-Group Network Partner

Generali € 777M GWP

Non Generali € 866M GWP



PEOPLE

155

N. of GEB employees globally

53% Male & 47% Female

30+ Nationalities

38 Average age



OFFICES

12

N. of offices globally

New Jersey
Miami
San Francisco
São Paulo

Luxembourg
Frankfurt
London
Milan
Paris
Prague

Hong Kong
Mumbai



FINANCIAL RELIABILITY*

A+ (Superior)

with stable outlook**

Long-Term issuer rating:
aa- with stable outlook**

270% Solvency Ratio of eligible own funds to
SCR*** 31.12.2024

*Updated on the 10th of December 2024

**Issued by AM Best

***SCR: Solvency Capital Requirements - such ratio is referring to Assicurazioni Generali S.p.A.

OUR NETWORK OF INSURANCE PARTNERS

Committed to nurture our community of best practice in EB

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.

Operating in
127

Countries
globally

Through
136

Locally
admitted
network
partners

With
12

GEB Regional
Offices
and
Desk



■ GEB Network

■ Local service only

📍 GEB Offices & Desks

GEB NETWORK

THE VALUE OF PARTNERSHIP



KEY ASSETS OF OUR NETWORK PARTNERS



Strong geographical footprint & market presence

Quality of local products & services

Stable financial rating

DIGITAL DATA AND INFORMATION- SHARING

We prioritize digital data and information-sharing, enabling efficient collaboration and real-time access to critical insights, enhancing decision-making and performance.



MAIN KPI'S DEFINING A LONG-LASTING PARTNERSHIP

Willingness and commitment throughout the collaboration

Quality of data

Going the extra mile for clients, together

GEB leverages its intermediary role to connect Network Partners with multinational clients

STRATEGIC COLLABORATION WITH NETWORK PARTNERS



GEB's Strategic Partnerships department focuses on onboarding, developing, and maintaining partnerships with Network Partners.

Onboarding procedure: process to evaluate if the business model suits our needs to serve multinational customers.

Network cooperation agreement (NCA), principles of cooperation, business development, and commitments to each other and to local and international clients.

Reinsurance operates quarterly or annually. All NPs follow GEB processes and maintain data quality.

Technical Governance Unit sets protocols for reinsured products and monitors Network Partner performance, intervening when critical issues arise.

Aligning the value propositions and enhancing offerings with both Network Partners and Regional Offices.

GEB CENTRALISED SERVICES IN LUXEMBOURG



Ensuring full control & coordination to deliver a seamless experience



GENERALI: SUSTAINABILITY AND RESPONSIBLE ROLES

We deliver sustainable long-term value through our four “responsible roles”.

In the new strategy *"Lifetime Partner 27: Driving Excellence"*, sustainability is rooted in Generali's goal of **integrating sustainability** into its core business and operations.

To create long-term sustainable value, our goal is to integrate the commitments linked to the three strategic sustainability priorities – **climate change, demographic changes, and workforce transformation** – **along with our four responsible roles**: responsible insurer, investor, employer, and corporate citizen.

Responsible
Insurer



Responsible
Investor



Responsible
Employer



Responsible
Corporate Citizen



GLOBAL EMPLOYEE BENEFITS

With you and your employees, beyond the working hours.

In today's fast-paced world, employee benefits are no longer optional - they're essential. From seasoned professionals to Gen Z talent, benefits are a key factor in career choices and overall compensation expectations.

We support multinational companies in delivering meaningful, locally compliant, and globally coordinated employee benefits—ensuring peace of mind for your people, wherever they are.



Get in touch and find out more at geb.com.



LIFE INSURANCE

A lump sum payment to beneficiaries in the event of an employee's death.



GROUP PERSONAL ACCIDENT INSURANCE

Financial protection in case of death or serious injury resulting from an accident.



DISABILITY INSURANCE

Income replacement or lump sum benefits if an employee is unable to work due to illness or injury.



HEALTH INSURANCE

Access to quality medical care through local and international health coverage.



PENSION & RETIREMENT SAVINGS

Flexible retirement and savings plans to support long-term financial wellbeing.



TRAVEL & VACATION RENTAL

EMPLOYEE-PAID BENEFIT

Optional benefits to enhance personal travel and leisure experiences.

GLOBAL SOLUTIONS

Protecting your people, together.



CAPTIVE

Going the extra mile.

- ✓ **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

Adapting to your pace.

- ✓ 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

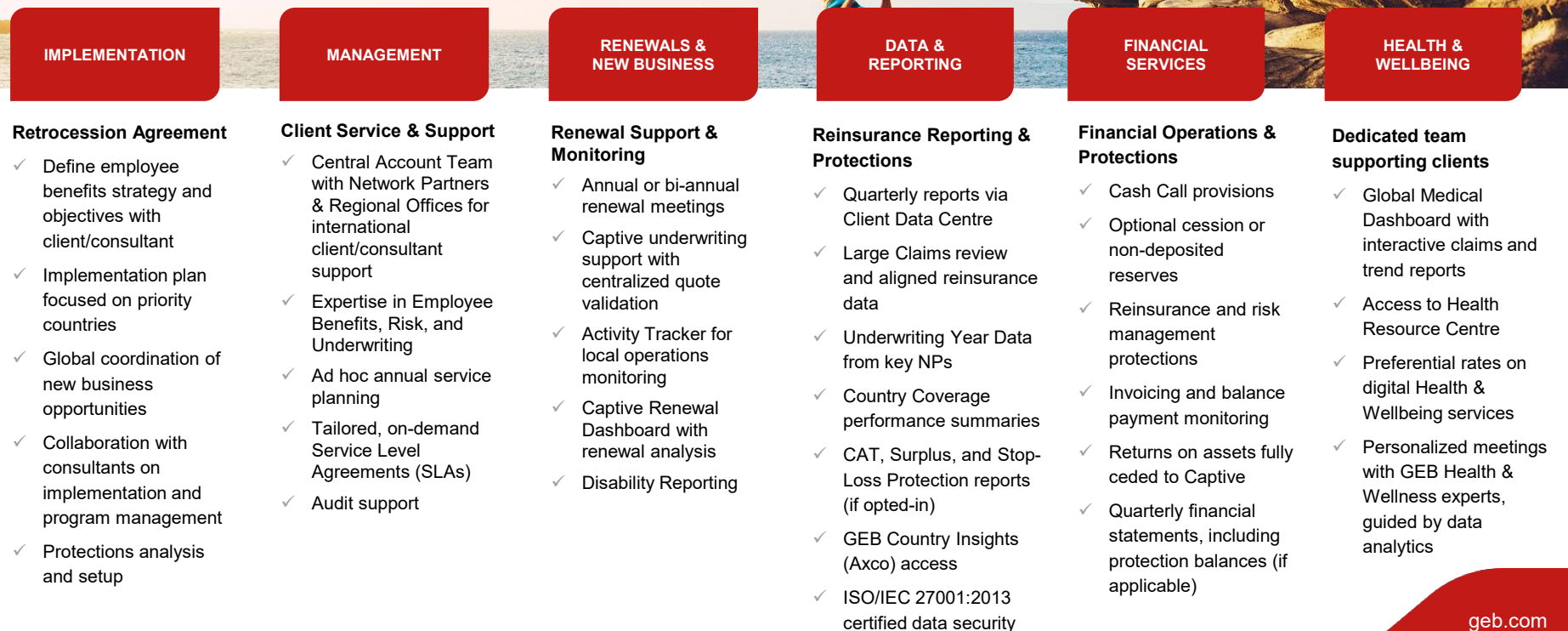


CENTRAL COORDINATION

Strengthening your core.

- ✓ 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

CAPTIVE SERVICES MAP



LIFECYCLE POOLING SERVICES MAP



IMPLEMENTATION

Multinational Pooling Agreement (MPA)

- ✓ Define employee benefits strategy and objectives with client/consultant
- ✓ Implementation plan focused on priority countries
- ✓ Global coordination of new business opportunities
- ✓ Collaboration with consultants on implementation and program management

MANAGEMENT

Central Account Responsible Team with Network Partners & Regional Offices supporting international clients/consultants

- ✓ New quotation analysis: benchmarks, legal or market changes
- ✓ Support in Employee Benefits, Risk, and Underwriting
- ✓ Flexible Terms & Conditions via GEB Reinsurance (benefits review, exclusions, etc.)
- ✓ Optional standalone Service Level Agreement

RENEWALS & NEW BUSINESS

Annual Meeting

- ✓ Underwriting support and guidance
- ✓ Prospect and pooling balance analysis
- ✓ Verification of minimum requirements per mode
- ✓ Protection review, if applicable

DATA & REPORTING

Bi-annual pooling Reporting with detailed Excel data collection and summarized PDF report per experience year (Standalone)

- ✓ Access to interactive Client Data Centre for 5-year pooling history by country and cover
- ✓ GEB Country Insights access (powered by Axco)
- ✓ ISO/IEC 27001:2013 certified Information Security Management System

FINANCIAL SERVICES

Financial Advantages

- ✓ Global economies of scale from broader risk scope
- ✓ Potential for International Dividend
- ✓ Option to reinvest dividends in Employee Wellbeing Services
- ✓ Pooling financial impact enhanced by possible protection
- ✓ No implementation or cancellation costs

HEALTH & WELLBEING

Dedicated team supporting clients

- ✓ Global Medical Dashboard with interactive claims and trend reports
- ✓ Access to Health Resource Centre
- ✓ Preferential rates on digital health & wellbeing services
- ✓ Personalized meetings with GEB Health & Wellness experts, guided by data analytics

CENTRAL COORDINATION SERVICES MAP

IMPLEMENTATION

Service Level Agreement

- ✓ Define global employee benefits strategy with client/consultant
- ✓ Prioritized rollout across selected countries
- ✓ Coordination of new business opportunities
- ✓ Collaboration with consultants for implementation and program setup

MANAGEMENT

Client Service & Support

- ✓ Central Account Team with Network Partners & Regional Offices for international client/consultant support
- ✓ Expert support in Employee Benefits, Risk, and Underwriting
- ✓ Annual service planning and tailored SLAs
- ✓ Ongoing audit and operational support
- ✓ Support on local terms and conditions
- ✓ Locally compliant policies as part of a global approach

RENEWALS & NEW BUSINESS

Renewal Support & Monitoring

- ✓ Annual or bi-annual renewal meetings
- ✓ CC underwriting support with centralized quote validation
- ✓ Activity Tracker for local operations monitoring
- ✓ Performance Dashboard with renewal analysis
- ✓ Disability and claims trend reporting

DATA & REPORTING

Reinsurance Reporting & Protections

- ✓ Early annual reporting with centralised data insights on the performance of local benefits programmes worldwide
- ✓ Claims and underwriting data from Network Partners
- ✓ Country-level performance summaries
- ✓ GEB Country Insights (Axco) access
- ✓ ISO/IEC 27001:2013 certified data security

FINANCIAL SERVICES

Financial Coordination

- ✓ Competitively priced local benefits programmes
- ✓ Monitoring of invoicing and balance payments
- ✓ Financial transparency through regular reporting
- ✓ No implementation or cancellation costs

HEALTH & WELLBEING

Dedicated team supporting clients

- ✓ Global Medical Dashboard with interactive claims and trend reports
- ✓ Access to Health Resource Centre
- ✓ Preferential rates on digital Health & Wellbeing services

MOBILITY SOLUTIONS

Moving forward, together.

Your single point of contact for globally mobile employees' protection where multiple lines of risk are required.

We bridge the offer of GEB's Network Partners worldwide with the needs of our stakeholders and proactively propose the best solutions with a holistic centralised approach: one or multi-carrier arrangements bundled with Admitted and/or Non-Admitted.

Access to key decision makers at a global level, ensuring smooth flows for new business & renewals

Ensure effective pricing & plan coordination across multiple lines of business, via market-leading reinsurance-only, pooling and captive solutions

Compliant solutions & effective plan design, thanks to our Network Partners, in regions currently inaccessible to your company.



GEB's dedicated **International Mobility team** is available for any questions or support. Get in touch at internationalmobility@geb.com or find out more at geb.com.

REQUEST A QUOTE ON



MOBILITY SOLUTIONS



Group Life Insurance

Monetary lump sum benefit in the event of an employee's death



Group Accident Insurance

Monetary lump sum benefit in the event of an employee's death or dismemberment as a result of an accident



Group Disability Insurance

Comprehensive choices of coverages that provide monetary lump sum benefits or income replacement in case a person is unable to work as a result of an illness or injury.



Group Health Insurance

International medical insurance that offers healthcare solutions for Global Mobile Employees and their families



International Retirement & Savings

International Retirement and savings plans for Global Mobile Employees

GEB DIGITAL SOLUTIONS

Designed with clients and intermediaries in mind.

CLIENT DATA CENTRE

**Data-driven
decisions,
simplified**

The Client Data Centre is your all-in-one portal for accessing reports, dashboards, and KPIs like claims ratios - customized to your needs and benchmarked against GEB's global portfolio.

Turn data into action.

[Log in or register to the Client Data Centre >](#)

EUPHORIC

**Revolutionising
Global Benefits
Management**

Euphoric is an AI-powered platform that simplifies global benefits management, offering centralised data, smart analytics, and personalised employee experiences - all in one place.

Empower your teams.
Simplify benefits.

[Discover Euphoric >](#)

COUNTRY INSIGHTS

**Navigate
benefits with
local
intelligence**

Country Insights provides in-depth, localized intelligence on employee benefits practices, helping you make informed decisions in every market you operate in.

Make greater global
benefits decisions.

[Access Country Insights >](#)

DIGITAL HEALTH SERVICES

**Peace of mind, for
you and your
human capital**

GEB's Digital Health Services enhance local wellbeing programs with global support, offering digital tools that promote physical and mental health for employees worldwide.

Support your workforce's
wellbeing.

[Discover Digital Health Services >](#)

ENOMAD

**Empowering
multinational
Mobility**

eNomad simplifies the management of mobile employee benefits by allowing you to request and handle quotes online - anytime, anywhere. It's a fast, flexible solution tailored for today's mobile workforce.

Start managing mobile
benefits smarter.

[Explore eNomad now >](#)

REVOLUTIONISING GLOBAL BENEFITS MANAGEMENT

GEB x Euphoric Partnership

AI-Powered Platform Highlights

The AI-powered platform offers a **centralized view** of all employee benefits policies by country, providing global benefits visibility at a glance.

It conducts **comprehensive gap analyses** to identify both local and global coverage gaps, ensuring no critical areas are overlooked.

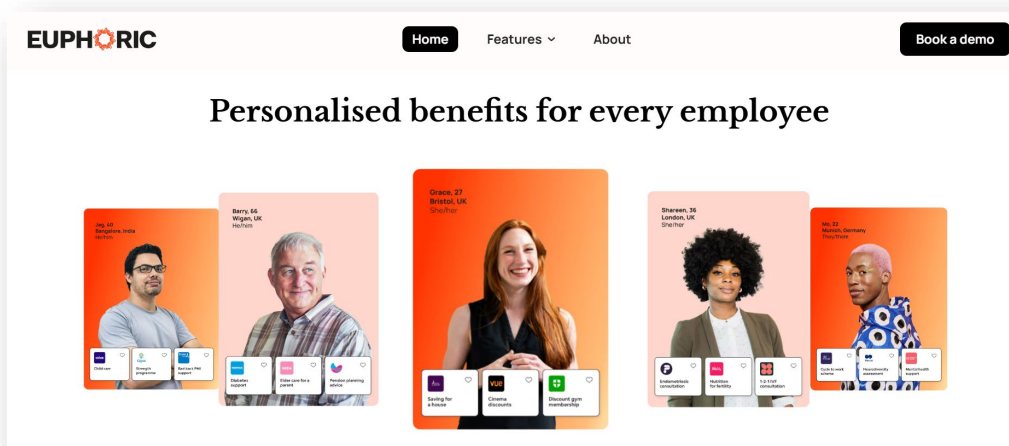
Euphoric delivers **strategic insights** that empower organizations to make smarter, data-driven decisions about their benefits offerings across diverse markets.

For Employers & Employees

The platform enhances the experience for both employers and employees by offering a **personalized benefits navigator** tailored to individual factors such as age, gender, and health needs.

It also provides access to a wide range of **supplemental services** through rewards and discounts, making benefits more engaging and valuable.

A **built-in recognition module** allows organizations to celebrate employee achievements, fostering a culture of appreciation and motivation.















GEB has partnered with Euphoric, a leading AI-first benefits platform, to transform how global employee benefits are managed and experienced.

Euphoric simplifies implementation, enhances engagement and supports proactive health and benefits management globally.

REPORTING

Access to relevant data to help you make the right decisions

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

REPORTING, INSIGHTS & CLIENT DATA CENTRE

24/7 access

REPORTING & INSIGHTS

- ✓ Quarterly and Year-to-date Booklets in XLS and PDF
- ✓ Exhaustive data reporting available:
 - Split by Line of Risk, Country, Region;
 - Premium and claim details;
 - Historical comparison.

CLIENT DATA CENTRE

- ✓ Interactive online access global benefits program (historical) data
- ✓ Comparison of specific results with those of the overall portfolio by sector, country, risk line, and global product type;
- ✓ Additional KPIs (example: comparison of claims ratio over 5 years);
- ✓ Updated view of market benchmarks;
- ✓ 24/7 operational and constantly updated.

EMPOWERING SMARTER BENEFITS MANAGEMENT WITH GEB

Captive Renewal Dashboard

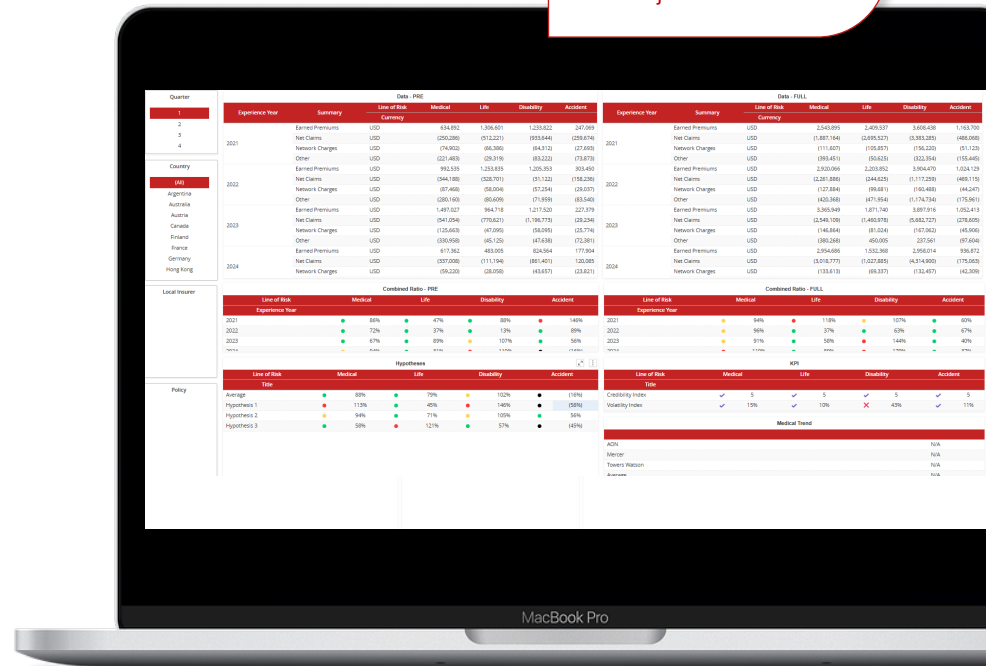
Renewal Dashboard

The Renewal Dashboard is a strategic tool designed to help Captives **maximize the performance** of their Employee Benefits portfolio with GEB. It delivers all the key data and metrics needed to confidently set and monitor rates for upcoming local renewals - **enabling smarter, faster, and more informed decision-making**.

Data & Reporting Capabilities

The platform features a dedicated **Client Data Portal**, offering easy access to data organized by underwriting year for clear, year-over-year insights. It also includes **detailed, interactive online healthcare reporting and resources** to support data-driven decisions. To ensure the highest standards of data protection, the system is backed by a robust **Information Security Management** framework, certified under ISO/IEC 27001:2013.

- ✓ Features & Benefits
- ✓ Data Accuracy
- ✓ Projection Method



- Paid claims
- Membership data
- Per claim and per claimant KPIs
- Large claims and high claimants
- Benefit categories
- Diagnostic categories (ICD10 chapters and subchapters)
- Cross-reference (drill-down) perspectives
- Year-over-year changes & indications on root causes (incidence, frequency, unit cost)

- Executive summaries with key insights on risk trends and plan performance
- Improved data visualisations
- 5 years of data in one interactive view
- Simplified user interface
- Selectors for currency, client business entity, membership type
- Benchmark view by country



HEALTH & WELLBEING SERVICES

Informed Solutions for Better Health

GEB's team of Medical experts provide insight on claims trends and plan design, as well as educational resources to help clients support employee health

- ✓ A team of medical experts, providing Informed insights on claims trends, plan design and performance
- ✓ Online, interactive medical claims dashboard reports and analytics
- ✓ Tailored recommendations for supportive health programmes
- ✓ GEB Health Resource Centre: educational resources to support the development of client-specific health and wellbeing programmes:
 - Multimedia health education resources – animated videos, infographics and email comms in 6 languages
 - Country health profiles providing information on products and services from GEB's network health partners
 - Podcasts/webinars
 - Health News



For questions or support, contact GEB's dedicated Health & Wellbeing team via email at health@geb.com or learn more at geb.com.



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. Quickly assess 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)

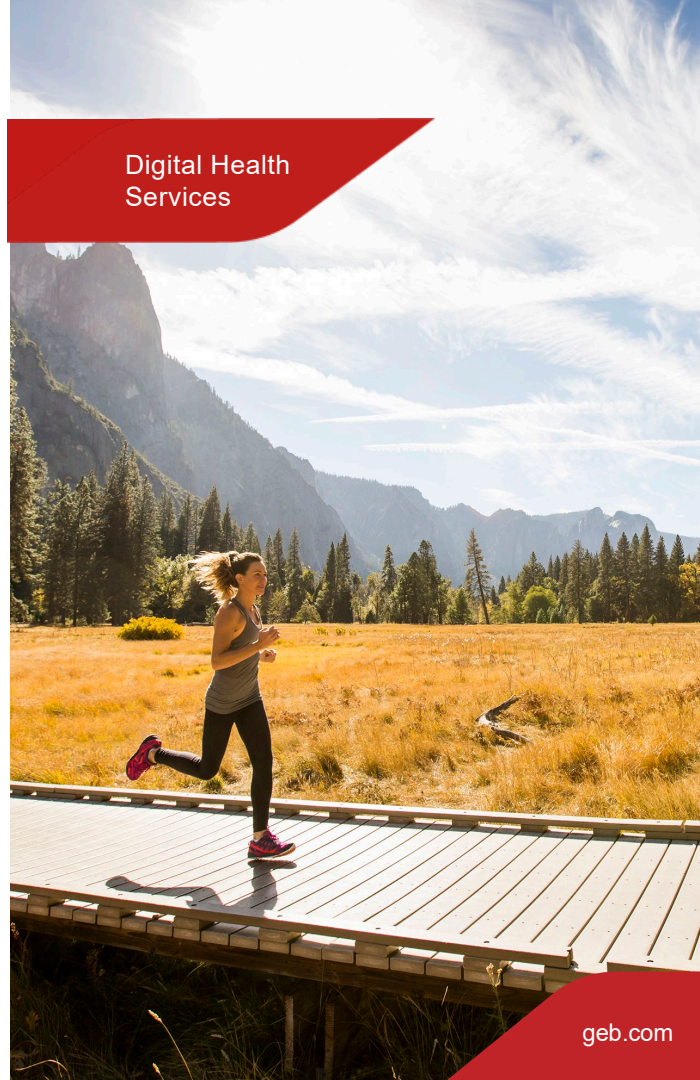
A customizable wellness platform that uses behavioural science to help your employees adopt healthy behaviours, individually and within teams.

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.

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.

Digital Health
Services



ECOSYSTEM OF PARTNERSHIPS

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

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.

TRAVEL DOCTORS

powered by Air Doctor

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

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.

MUSCULO-SKELETAL 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.

SECOND MEDICAL OPINION

powered by Europ Assistance

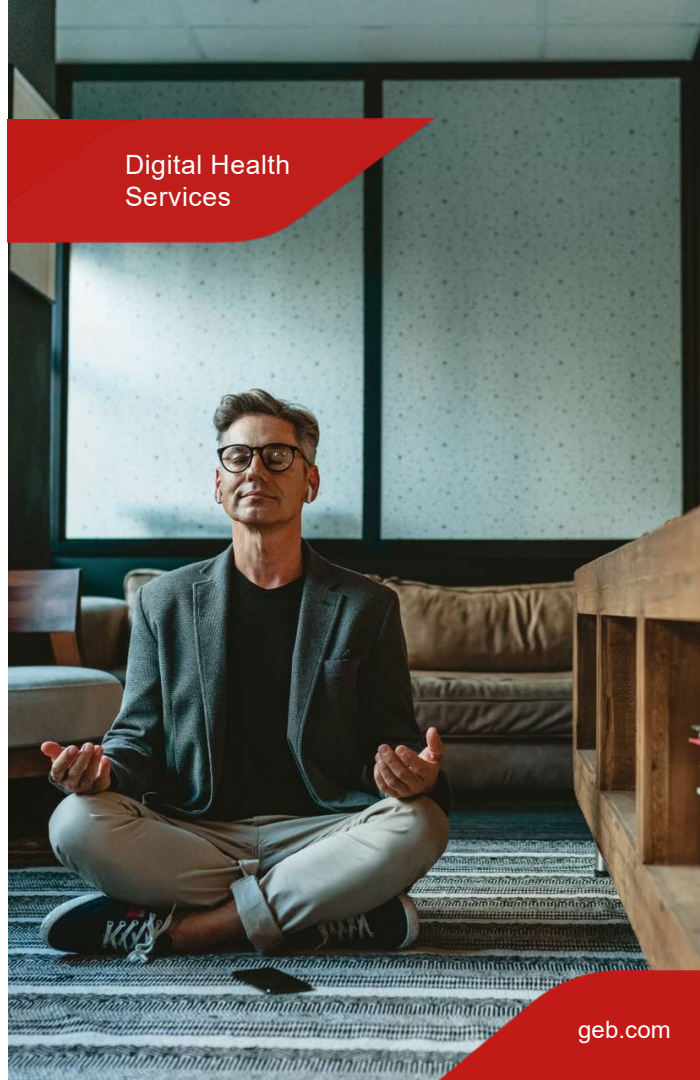
Providing expert medical advice from world leading specialists to advise patients on complex diagnoses and treatment options.

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.

Digital Health
Services



COMMUNITY ENGAGEMENT

Connect with our teams, subscribe for insights, dive into learning, share your expertise, exchange ideas, and explore new possibilities.

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THANK YOU, LET'S STAY CONNECTED

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