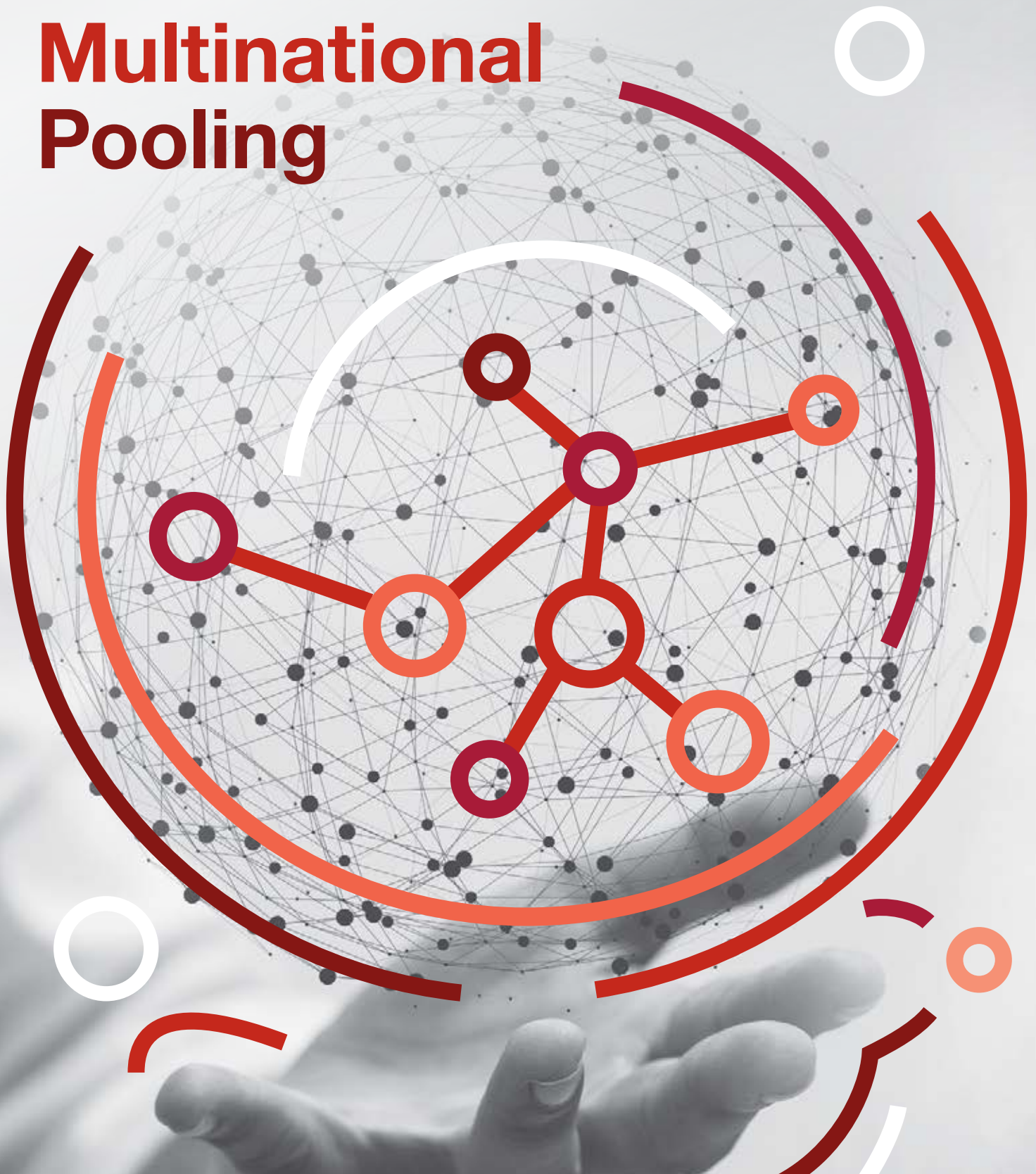


Multinational Pooling



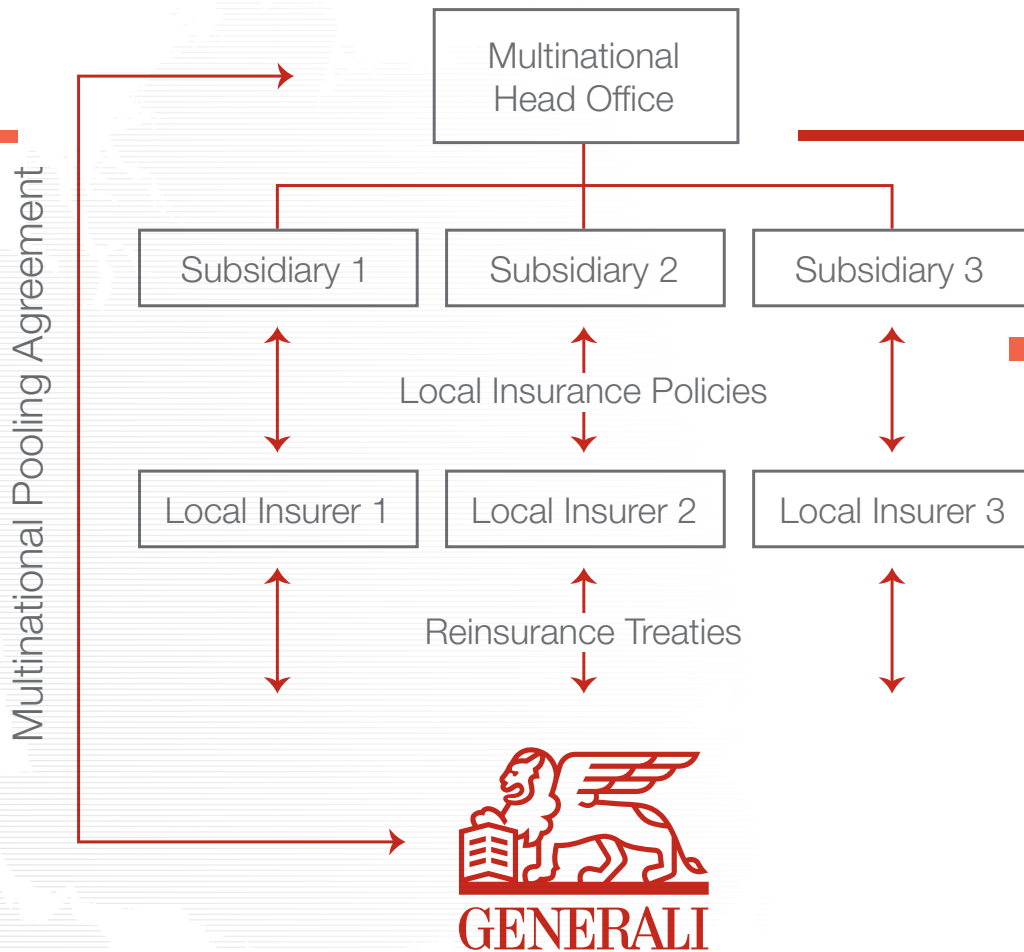
Turning complexity
into solutions

geb.com



What is pooling?





Multinational Pooling is a financial tool designed to help multinational corporations efficiently execute their global Employee Benefits strategy. It allows the multinational company to combine the Employee Benefits contracts of its subsidiaries around the world into a centralised account.

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

How does it work?

Setting up a pool with Generali is simple and our experienced teams make implementation easy. We develop tailored implementation plans that are adapted to the individual needs and circumstances of the multinational company and their benefits strategy.

By combining the employee benefits contract 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 final result. In addition, this consolidated approach allows us to generate cost savings when the pool is positive through the redistribution of underwriting margins back to the head office of the multinational.

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 that smaller companies would

be unlikely to recover from. The Standalone mode provides additional flexibility for larger programmes, and caters to clients interested in a proactive approach to benefits management.

To help stabilize performance, GEB's Standalone pooling solution is equipped with protections intended to limit losses deriving from individual peak claims and/or aggregate claims. Depending upon the arrangement, losses are either carried forward to the next year, or fully absorbed by GEB. Available forms of protection include the following:

1. Pooling Point Protection – Protects the pool against high individual claims

2. Stop Loss Protection – Limits a negative experience balance at the end of the accounting period. The Stop Loss takes effect no matter what kind of claims have actually occurred (small, large or a mixture of the two).

Please contact your local GEB representative for more details on the level of protections.

WITH POOLING

	BELGIUM	BRAZIL	TOTAL
PREMIUM	500	300	800
CLAIMS	-325	-200	-525
EXPENSES	-75	-50	-125
MARGINS REDISTRIBUTED TO THE CLIENT	100	50	150

Why use a pool?

— SIMPLIFIED COORDINATION:

One point of contact for all your worldwide Employee Benefits activities and a consistent guaranteed level of service.

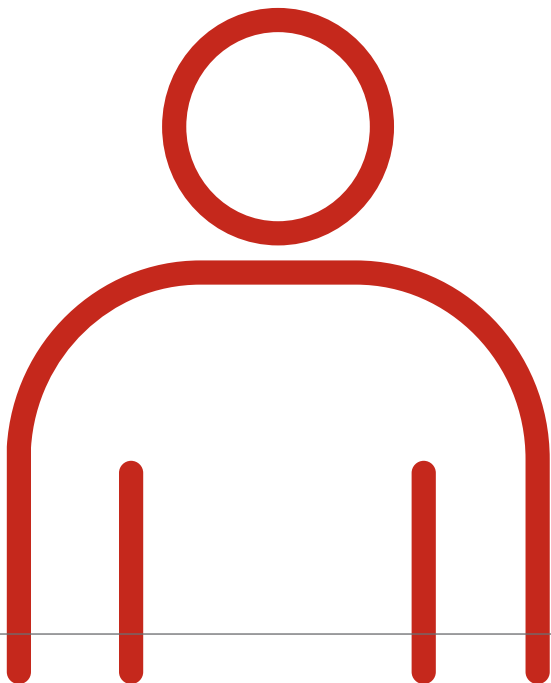
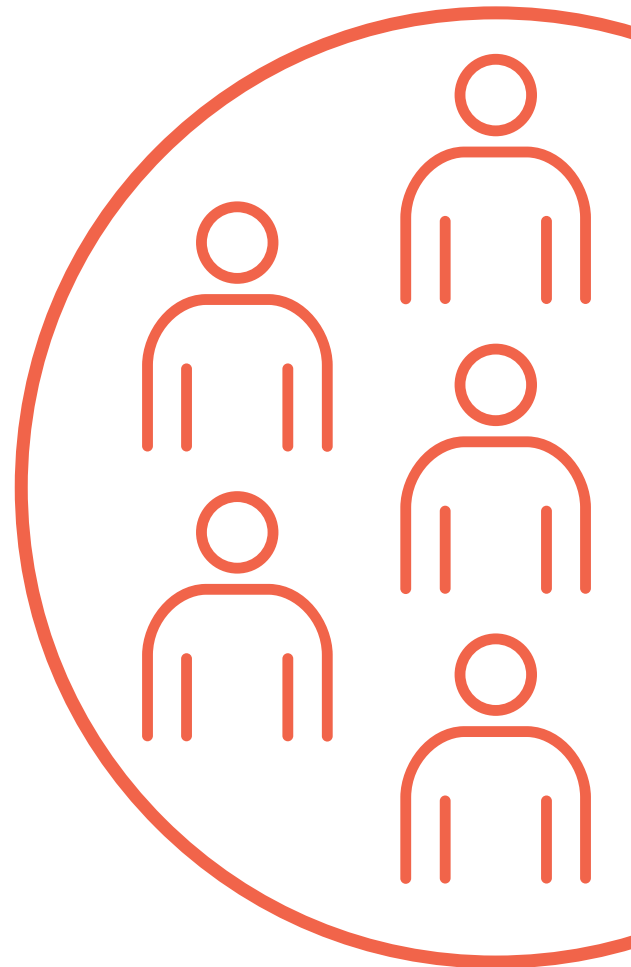
— CONSOLIDATED REPORTING:

GEB will provide the multinational company with regular reports and a continuous flow of information.

This valuable source of information will allow clients to analyse data according to their needs.

— FINANCIAL RETURN:

If the overall experience is positive within a pool, a multinational pooling dividend will be paid back to the multinational head office.



Why choose GEB?

— **Geographic reach:** GEB is the largest network and the market leader in Employee Benefits thanks to its strong local presence in over 100 countries and solid experience in managing insurance risks around the world.

— **Exceptional service:** Our customers tell us that it is our people who set us apart from our competitors. Our experienced team can provide pooling clients with access to a variety of beneficial services:

- Clear and detailed annual reports
- Medical reports: incurred and paid claims
- Insights on benefits practices in different countries
- Pricing recommendations for quotes and renewals

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.

— **Reinsurance model:** GEB centralizes risk using a reinsurance model. This control allows us to be more flexible and solution oriented when working with our clients.





Generali Employee Benefits

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