

## WELLBEING

# Care for Employees Wherever Business Takes You.



## German Employee Benefits Market Overview

- Occupational retirement provision, invalidity-, surviving dependents provision and private health benefits are important in addition to statutory benefits, keeping always a good and healthy living standard.
- Separate occupational retirement provision is in focus: insured with full guarantee, with unit linked insurances or financed with investment funds as well. Invalidity and death provision are requested mostly standalone as well. Competition in this field via quality and invalidity risk description especially. An employer financed part here is common especially in the field of multinational companies in Germany. Occupational accident insurance is a necessary cover for all employees in Germany.
- There is an unbroken trend for individualization of retirement and disability benefits financed via salary sacrifice by the employee as an insurance solution. Employers always support salary sacrifice schemes with a supplementary contribution.
- Funding vehicles for occupational provisions committed as direct company pension liabilities, and still implemented as a pay-as-you-go plan (un-funded schemes) are steadily requested. Plan assets can be created - retroactively - by corporates via capital market-oriented funding within a CTA (Contractual Trust Arrangement) or - additionally, with a transfer of claims to a regulated pension payer. Also pension payers are requested to take over company pension liabilities from corporates due to a company's activity liquidation in Germany.
- In the field of occupational health insurance corporates are focused on supplementary or full health insurance for their employees, as the case may be. Private health insurance can replace statutory coverage which usually results in great premium savings and benefit improvements at the same time. Special occupational group insurance products for simple cover in Germany and abroad, including comprehensive, app-supported, multilingual helping services are state of the art.
- Digital tools are always requested for information, advice, management, and administration for all employers, employees, and intermediaries, also bundled.

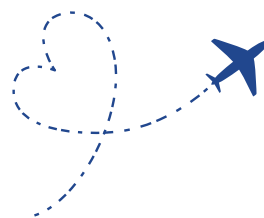
## Risk covered

- ✓ Death
- ✓ Accident
- ✓ LTD
- ✓ TPD
- ✓ Health
- ✓ Retirement

## Approach

ALH Group offers the full range of occupational benefits and all methods available for this in Germany. With ALH Group companies can supply employees, executive persons, and entrepreneurs. Standard approach for easy admin, but individual solutions are possible as well, all combined with digital tools for information, advice, implementation, and administration. All on an individual basis and (small and big size) group basis as well.





## Local Services

[ALH Group](#) provides occupational retirement pension provisions, invalidity protection and health cover as a [corporate wellbeing tool](#). Employee centric benefits beyond the typical limits of insurance classes in Germany are possible. Module-like the design of these comprehensive schemes can deliver tailor-made solutions. Employees have their own digital access alongside.

**Occupational retirement schemes – Retirement pensions or lump sum payments via:** Classic insurance with full guarantee. Unit linked insurances collectively managed, Unit linked insurances individually managed, Hybrid insurances with adjusting module, All pensions in payment on guaranteed level, lifelong.

**Occupational death and invalidity schemes – Invalidity pensions and Lump sum death,** usually with cover up to normal retirement date. Different invalidity coverage available: disability to perform the current job, reduction in earning capacity and loss of basic abilities (such as body, mobility, senses and psychology e.g.) as modular approach. The company can design suitable cover by selection.

**Occupational health schemes – Hi World.** For cooperate clients full comprehensive health insurance solutions for

expatriates from and to Germany as well as for third country nationals with waived medical underwriting and special multilingual services. 100% compliant comprehensive health insurance plans guarantee no issues with obtaining, upholding and prolonging Visa to Germany and to Schengen Area. [Hi Germany](#).

**Feel free.** For employees insured under the statutory health insurance plans in Germany comprehensive additional occupational health insurance with certain benefit modules are available. The employer can select certain modules, such as additional hospital, dental, visual aids, hearing aids, alternative practitioners, medical remedies and other aids. Extra cover also for employee's care activities in his family available. Additionally, free disposable, annual health care budget for employees as cooperate fringe benefit.

In this context wellbeing information, opportunities for preventive medical check-up and service by medical specialists linked to occupational health schemes. All occupational life and health benefits can be adapted to typical phases in life for all employees, women, men and family. Full digital approach, separate or bundled to all - employer, employee and intermediary as well.



## Key trends

- Occupational retirement insurance
- Occupational invalidity / death insurance
- Salary sacrifice for occupational pensions
- Occupational health insurance, locally and internationally
- Creating plan assets for past service, transferring claims or pension liabilities to ALH Group entities with [AL PensionXperts](#)
- Digital tools for implementation and administration
- Individual solutions in context of employee group transfers due to M&A activities and all other phases of a company's evolution.