



Market leading insurers
in group employee
benefits across the globe



EMPLOYEE BENEFITS **GLOBAL PRICING PROGRAM**



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GLOBAL PRICING PROGRAM

As the process of globalization in many service areas continues to change the way in which multinational companies operate, the international insurance network plays an increasingly important role. Multinational companies continue to implement global employee benefit strategies. Insurope can play a key role in helping manage these strategies by coordinating the employee benefit services offered through our global network of leading local insurers.

Principle of the Insurope Global Pricing Program

The Insurope Global Pricing Program combines many of the benefits of multinational pooling, with the objective of achieving predictable terms and conditions through a longer-term commitment. The employee benefit plans are priced and underwritten locally, but the terms and conditions are considered based on a global approach which can result in cost savings. The local plans are combined in a multinational agreement, which enables the multinational client to achieve economy-of-scale to optimize their global employee benefit programs. In most countries, the terms and conditions can be considered based on a three-year agreement with an upfront premium reduction (dividend) for qualified clients.

Insurope will coordinate the global agreement, while the employee benefits are insured with the Insurope Network Members.

The benefits which can be included in the program

DEATH



Partner pension
Lump sum benefit
Orphans' pension

DISABILITY



Short and long-term
pension
Lump sum benefit

HEALTH



AD&D



Accidental Death and
Dismemberment insurance

The advantages

The advantages of a Global Pricing Program are:

- economies of scale and purchasing power
- potential for financial cost savings
- predictable terms and conditions through a longer-term commitment and using the Insurope global administration scales
- improved underwriting terms and conditions through the Insurope Free Cover Limits, while respecting local rules and regulations
- annual reporting
- improved governance and oversight of the global employee benefit program
- management tool and information base
- central coordination through the Insurope account management team

Free-Cover Limits

The Global Free Cover Limits determine the level of coverage offered by the Insurope Network Members without requiring medical evidence. In many cases these significantly increase the local level available. However, the local free cover limits will be applicable if more generous than the Global Free Cover limits.

The Global Free Cover Limits for 2021:

Global Free Cover & Global Rating Limits for pools with more than 5,000 lives	
	2021
Sum assured on death or on total and permanent disablement rider	€ 1,350,000
Disability pension benefit (per annum) or	€ 90,000
Separate sum assured on total and permanent disablement	€ 1,350,000
Global Free Cover & Global Rating Limits for pools with less than 5,000 lives	
Sum assured on death or on total and permanent disablement rider	€1,000,000
Disability pension benefit (per annum) or	€ 75,000
Separate sum assured on total and permanent disablement	€ 1,000,000

Requirements

The Global Pricing Program is suitable for large multinational companies with operations in many countries, that are seeking increased Benefits Governance and control of their global employee benefit programs through a centralized decision-making process.

The minimum requirements for establishing an Insurope Global Pricing Program are:

- two countries included in the agreement
- EUR 1.5 million in life and disability premiums included in the global agreement
- provision of accurate data as required by the Insurope Network Members
- centralized control and point of contact
- global agreement with a longer-term commitment

ABOUT INSUROPE

Insurope is a Network of independent insurance companies providing employee benefit services to multinational companies across the world for more than 50 years. The central area of Insurope's activity is multinational pooling, a concept which allows multinational companies to combine employee benefit insurance policies under one umbrella, where they benefit financially and administratively.

With more than 800 multinational clients and 80 Network Members covering over 100 countries, Insurope has been consistently ranked among the top networks in the market. Known for its flexible and innovative approach, supported by superior service, Insurope became the "Network of Choice" for many international companies. Insurers are selected to become a member of the Insurope network on the basis of financial strength and proven proficiency in the field of group insured employee benefit solutions.

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