

MAXIS GLOBAL RISK SOLUTION

A GLOBAL VIEW OF BENEFITS WITH A MORE PREDICTABLE BUDGET

As a multinational employer, you are faced with increasingly complex regulations and pressure to anticipate your employee benefits (EB) spending. Because of this, you are probably looking for a better way to manage your global EB risks.

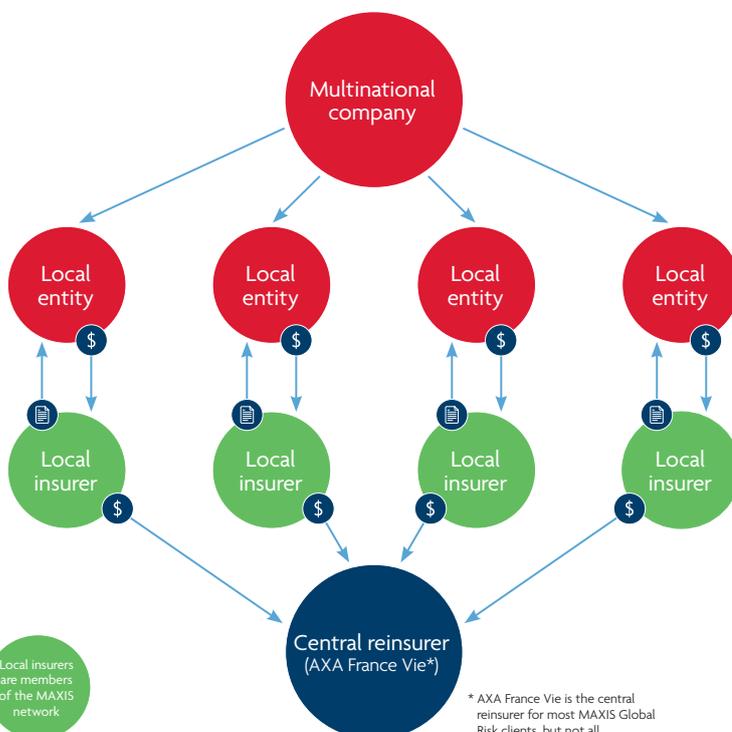
That's where our MAXIS Global Risk Solution (GRS) could help. Pricing the risk at a global portfolio level means that you can achieve better terms and conditions.¹ We can provide upfront rate guarantees for non-medical policies² included for up to three years and potentially improve free-cover limits.

By using the MAXIS GRS, you could achieve stronger global governance while delivering your EB strategy worldwide.

How it all works (the technical bit!)

Through reinsurance, local employee benefits policies are combined to form a global programme. A GRS, sometimes referred to as global underwriting, is a non-profit sharing arrangement. The goal is to price the portfolio at close to break-even, meaning better up-front terms and conditions, eliminating the complexities and time lag that can occur with a global pool profit share.

Eligible coverages include any group policies such as life, accident and disability benefits, and medical and dental coverage.



Offers upfront, break-even, portfolio level pricing
 Manages the network
 Facilitates reinsurance
 Underwriting support
 Annual reports

Local insurers are members of the MAXIS network

* AXA France Vie is the central reinsurer for most MAXIS Global Risk clients, but not all

1 Terms and conditions in the context of a GRS could relate to items including but not limited to the pricing, the free cover limit, and the rate guarantee applied to the local case.
 2 Non-annuitised (lump sum) policies like life, accident and disability.



Why choose MAXIS Global Risk Solution?

The MAXIS GRS is designed to achieve sustainable pricing for your global benefits programme over a longer period (typically, three years). We offer:

- strong underwriting expertise, with in-depth knowledge of local risk factors through our local members.
- a consultative approach on the diversification of risk to balance the portfolio and reduce volatility.
- competitive upfront pricing, enhanced policy terms and conditions, rate guarantees, alignment of key terms and conditions, and potentially improved free-cover limits on the worldwide population.
- comprehensive financial data analysis in annual reports, showing all income and expenses of the policies included.
- in-depth health & wellness reports and support – our MAXIS Global Medical Dashboard reports provide a holistic view of health issues by identifying country-specific trends and cost drivers. Our dedicated Health & Wellness team will help analyse report data and provide practical health and wellness recommendations
- stronger control through nearly 140 local members in over 120 key markets.
- insight, guidance and benchmarking knowledge during the renewals process.
- dedicated account managers at the global, regional and local level, working closely with you to support and help manage your programme.

3 A 'dividend' in the context of multinational pooling is the profit sharing payment made when the reinsurer shares an applicable part of the underwriting profit with the multinational company

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Frequently asked questions

Is GRS right for us?

The MAXIS GRS is designed for multinational employers who are managing their employee benefits centrally, have a strong governance model and are already controlling their EB programmes at the global level.

Are there any minimum requirements?

You need to operate in at least three different countries and cover at least 1,000 employees to be eligible. You also need to have at least US \$10,000 in premium in each country, with a total annual premium of at least US \$3 million across all policies.

What if we don't have an existing global employee benefits programme in place?

No problem, a GRS isn't for everyone! If you are at the start of your global employee benefits journey, we would recommend a MAXIS Global Pool or Global Preferred Data Solution (depending on the size of your portfolio). It would be very difficult to create a sustainable GRS from scratch, as we need to use existing data (at least three years') to project future pricing and come up with a financially viable framework. However, if you are not ready for a GRS right now, we can still consider this option at a later stage once you have more historical claims data.

How much can we save?

The objective of a Global Risk Solution is always to underwrite more efficiently. Instead of expecting a dividend,³ the pricing is designed to result in an almost break-even position. As this is a long-term solution, spanning at least three years, the economic benefits will only be seen over time as the data allows us to continue to underwrite with more accuracy and build an ever more sustainable programme

For more information on MAXIS Global Pool, visit maxis-gbn.com or contact your local MAXIS GBN representative.

