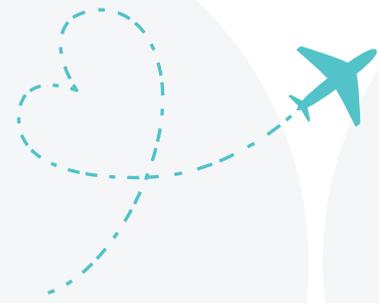


WELLBEING

Care for Employees Wherever Business Takes You.



Brazilian Employee Benefits Market Overview

- Benefits market in Brazil involves a variety of products and services offered to employees as a strong attraction, which goes beyond salaries.
- Only a few benefits are mandatory by the Labor Law, most companies in Brazil offer benefits to employees, in addition to the mandatory, aiming to improve satisfaction, motivation and well-being of employees, as well as retention.
- The most common benefits offered include Medical, Dental, Life, Pension, food/meal vouchers, wellness programs, grants for education and professional development, among others.
- Most companies use brokers/consultants to negotiate with suppliers/insurers to obtain advantages in terms of costs and quality of services.
- Union/Labor agreements are set per activity and region/state adapting the economic/social reality of employees.



Risk covered

✓ Death

✓ Accident ✓

✓ Retirement

✓ TPD

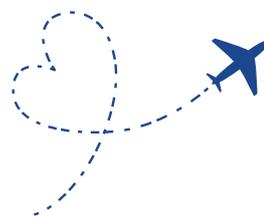
✓ Critical illness ✓

✓ Employer sponsor saving plans

Approach

It can be standardized or tailor-made, depending on the number of employees and the level of coverage/assistance requested. Icatu offers **standardized products** (directed to SME companies) without bureaucracy for companies with up to 1000 lives and maximum lump sum up to BRL 500,000, exempt medical evidence and loss ratio experience. Quotation process, contract, and implementation 100% online. **Tailor-made products** (specific policies) are directed for companies with flexible benefits, meet higher lump sum requirements, coverage for advanced age (including when extensive for retirees and complementary plans). Solution available for both large and smaller companies, but with a superior level of coverage and assistance offered.





Local Services

Icatu Seguros operate with Life and Pension benefits in Brazil, among our products, we highlight some services/coverages offered within our products and aimed at wellbeing:

- **To Employees and Families**
 - ✓ Funeral grant (extended to the parents and parents-in-law), Critical illness, Pharmacies discount, Telemedicine, Assistance for victims of crime, Wellbeing platform: Betterfly, Financial Education, Second Medical Opinion, children's congenital illness coverage; Assistance for traveling employees, Everyday assistance services (nutritional, basic basket, home care, etc.), exclusive assistance for Women and Seniors, birth assistance, PET assistance, job relocation, inventory assistance, and more.
- **To HR/Consultants**
 - ✓ Claims experience reports, Insurope pool representation, Online forms adhesion and beneficiaries' designation, Transmission of sensitive data 100% encrypted and in a controlled environment, ISO/IEC 27001:2013 certified.

[More information](#)

[Service Platform - Betterfly](#)



Key trends

- Only 18% of the Brazilian population has some type of Life Insurance. 86% of Brazilians had financial problems during the COVID-19 pandemic. The demand from companies to contract benefits/coverage increased, as well as the upgrade for better coverage/assistance.
- The cost of Group Life benefit in Brazil is still a predominant factor for most companies, but more and more companies are looking for differentiated and excellent services in the market.
- The implementation of Wellbeing programs is still blossoming in Brazil, there are tools available in the market, most encouraged by Medical providers. The trend is that wellbeing programs will continue to evolve and expand in the coming years with the recognition and investment of HRs in Brazil.

Customer-focused data and reporting

- Claims management of Group Life in Brazil generally occurs through the broker/consultant. Icatu provides 100% autonomous and online access to policy/contract claims reports.
- Claims and renewal management process: analysis per category, per contract, 3 to 5 years previous experience, projections, claims list, etc.