



network news

October 2020



In this issue...

Argentina

SMG LIFE: Your Local Link to an Innovative Suite of Employee Benefits Products and Services 4

Belgium

AG: How Branch 21 and Branch 23 Grow Your Staff Members' Supplementary Pension Nest Egg 8

Japan

Social Security Reform: Important Changes to Pension Plans 12

IGP Webinar on Kenya

October 28, 2020 | 14:00 CET / 13:00 GMT / 09:00 EDT 16

TCNs & Expatriates

Protecting Your Staff Around the World via AXA Luxembourg 18

United Kingdom

Times are Changing. So is Canada Life. 22

Mark Your Calendar!

IGP Seminar | Westin Copley Place Hotel, Boston | June 22-24, 2021 24

IGP Network Partners

26

IGP Contacts

28

Network Partner News: Argentina

SMG LIFE: Your Local Link to an Innovative Suite of Employee Benefits Products and Services

In Argentina, most people depend solely on the Social Security System to provide the benefits they need to ensure financial security and wellbeing for themselves and their families.

But Argentina's declining birthrate raises concerns that there will not be enough people in the workforce contributing to social security to support the number of people who will need benefits from the government.

Therefore, by supplementing the benefits provided by social security via collective insurance policies, the role played by employers is extremely important to the welfare of many Argentine employees and their families.

As one of the largest providers of life insurance and health products to companies and affinity groups throughout Argentina, SMG LIFE is your local link to a comprehensive suite of employee benefits solutions and services.



SMG's Key Products

Life & Personal Accident

- Group Life
- Personal Accident
- Credit Life
- Universal Life
- Unit-Linked
- Term Life
- Key Person Coverage
- Burial Services
- Compulsory, Contract, and Collective Labor Coverages

Rider Benefits

- Accidental Death and Disability
- Permanent and Partial/Total Disability
- Double Indemnity in Case of Accident

Death

- Spouse's Life
- Life Cover for Retirees
- Waiver of Premium
- Critical Illness Including Transplants
- Daily Hospitalization Benefit
- Daily Intensive Care Hospitalization Benefit



Medical

- Critical Illness
- Transplant
- Cancer
- Daily Hospitalization Benefit
- Daily Intensive Care Hospitalization Benefit
- Long-Term Care
- Surgery Benefit
- AIDS
- Prosthesis
- Chronic Renal Failure

Annuities

- Group Pension Plans
- Individual Pension Plans
- Social Security Annuities

Although the National Scheme is designed to meet immediate needs, voluntary medical insurance plans are often provided to supplement the government benefits as interest in these types of plans has increased among the public.

Argentine Law establishes that the employer's voluntary contributions for employee benefits are deductible as a business expense. Such contributions are not considered taxable income to the employee.

Helping Employees Stay Healthy During the Pandemic and After

With the global health crisis due to COVID-19, it is even more important that employees take care of their health and wellbeing.

SMG LIFE developed and launched "Telemedicine" long before the existence of the pandemic, both for members of its medical plans and for Workers' Compensation (in this last case, only for patients who have had work accidents and are in recovery).

Also, SMG has used its expertise in the health field to develop an extensive portfolio of wellness programs that can assist companies in caring for the health and wellbeing of their employees - even during the pandemic.

The following courses designed to support employee wellbeing are being offered on-line by SMG LIFE:

- **Breast Cancer Prevention** - awareness & prevention
- **Women's Health** - discussion of risk factors for women's cancers and gynecological counseling
- **Healthy Eating** - Essential nutrients for healthy eating

- **Nutrition Consulting During Quarantine**
- **Stretching**
- **Education on Posture**
- **Active Breaks** - stretching and exercises for joint mobility, aerobics, cardiovascular exercises and muscle strengthening
- **Physical Exercise** - aerobic exercises, strength work, specific training exercises, breathing and anti-stress techniques.



SMG LIFE's full portfolio of on-site wellness programs, presentations and workshops as outlined below will be available again post-COVID-19.

These programs help employers by reducing absenteeism, lowering health costs and claims for disability and workers' compensation and improving employee productivity and morale.

- **CPR, Defibrillator and First Aid Course** with American Heart Association Certification (AHA)
- **Health Talks with a Humanistic Vision** Taking Care of Another, Taking Care of Oneself, Alzheimer's, Parkinson's, Depression, Cerebrovascular Diseases and Addictions.

Also, SMG can design talks tailored to your company's needs.

- **In-Company Blood Donations** SMG can facilitate mobile blood collections in workplaces that have a medical facility or service





**As near as your phone –
Your digital credentials
and information about
your health plan**

- Generate Digital Credential
- Request Medical and Dental Appointments
- View, Download and Share Laboratory and Imaging Results with Physician
- Access Agile Guard (Virtual Waiting Room)
- View Medical and Dental Plan
- View and Download Invoices
- Manage Authorizations and Reimbursement Budgets
- Check Status of Vaccines Applied
- Access Recipes Generated from E-Consultation
- Location of Nearest Branches
- Call for Emergency Assistance

with amenities that can be used as part of the process of donating and collecting blood.

Note: Some outside and in-company blood collections have recently resumed, but the company must have the appropriate conditions.

- **Psychological Support Talk**
- **Prevention and Early Detection of Breast and Gynecological Cancers**
- **Breast Cancer Prevention Talk**
- **Relaxation Workshops**

Other related classes and workshops include:

- Mindfulness
- Yoga
- Stretching
- Laughter Workshop
- Express Massage (15 minute on-site sessions)
- Education on Posture
- Exercise & Running Consulting
- Care of the Voice

- **Stress Talks**
Types of stress and techniques to anticipate and manage it.
- **Healthy Food Talk & Nutrition Consulting**
- **Talk / Addiction Workshop**
- **Life Without Tobacco**
 - Benefits of life without tobacco
 - Smoking cessation workshop
 - In-company pharmacological monitoring
- **In-Company Medical Care**
 - Presentation on Issues Related to Travel
 - Skin Check
 - Dentistry Consulting
 - Ophthalmology Consulting

The above programs are made available to SMG's group clients via its parent company, the **Swiss Medical Group**, one of the leading companies in Argentina dedicated to the protection of people and a leader in the healthcare market.

SMG began in 1989 with the construction of the Argentine Swiss Clinic and Maternity Hospital. In 1994, it established Swiss Medical Medicina Privada, which has become one of the most important health services companies in Argentina.

Through a series of successful acquisitions, SMG quickly became the number one provider of prepaid medical plans in Argentina.

SMG has a strong brand name in the Argentine market. It provides medical services to approximately 530,000 people, and its clinics are top-quality facilities that use state-of-the-art technology.

Currently, Swiss Medical Medicina Privada has 8 first-rate clinics of its own, 10 outpatient care centers, 6 dental care centers in Buenos Aires and 3 in the interior of the country, in the provinces of Neuquén, Santa Fe, and Salta.

Please note that medical plans in Argentina are not eligible for pooling.



SMG LIFE Your Best Choice

SMG LIFE has more than 2,000,000 policyholders and the AAA rating, granted by the recognized risk rating agency Evaluadora Latinoamericana, to both its Life and Retirement companies, for having the highest payment capacity in the agreed terms.

In the 2019 Prestige Insurance Awards, SMG LIFE was awarded 1st place in the category "Medical Professional RC" (Praxis Médica) and received a special mention for achieving 12th place in the category of the most prestigious General Insurance companies. In the "Life Insurance" category, it achieved 2nd place and 5th place in the "Work Risks" segment.

SMG LIFE was also recognized as the life and retirement insurance company that obtained the "Premio Prestigio" as #1 in the ranking of insurers for 10 consecutive years.

The "Prestige Insurance" Awards are held with the aim of recognizing the efforts of companies to continuously advance and contribute to both the growth of the country and social welfare based on their actions.

These recognitions demonstrate the constant work carried out by SMG LIFE to continue being one of the leading companies in the Argentine insurance market.

SMG LIFE has a wide variety of products: from individual and collective life, group retirement, personal accidents, burial and health insurance, to products tailored to each client, offering different alternatives for protection, investment and savings, in the medium and long term.

For more information about Employee Benefits in Argentina, please contact your IGP Business Development Manager or...

Swiss Medical Seguros
Ms. Maria Castro
maria.castro@swissmedical.com.ar
<https://swissmedicalseguros.com/>



Network Partner News: Belgium

AG: How Branch 21 and Branch 23 Grow Your Staff Members' Supplementary Pension Nest Egg

For employers that have safety as their top priority, AG continues to believe and invest in Branch 21 solutions.

What are the specific features of Branch 21 group insurance?

Branch 21 group insurance solutions provide a guaranteed return regardless of the investment results. Backed by a performance obligation, they represent a long-term commitment on the part of the insurer.

Premiums paid by the employer and/or employee are capitalized at the AG guaranteed interest rate and build up a supplementary pension nest egg that participants claim upon retirement.

How does AG hedge the guaranteed interest rate?

First of all, by investing in fixed income securities (high quality investment grade bonds). These investments represent the largest share of assets in AG's Employee Benefits General Fund, where Branch 21 products with a guaranteed return are held.

Secondly, AG utilizes a practice known as 'cashflow matching' to help ensure that its investment earnings provide enough of a return to cover the projected future capital outlays over the next 30-40 years.

This means that all of the rate commitments AG has made in the past (4.75%, 3.25%, etc.) are hedged.

New investments are invested at current market rates to prevent any hiccups in their cashflow matching.

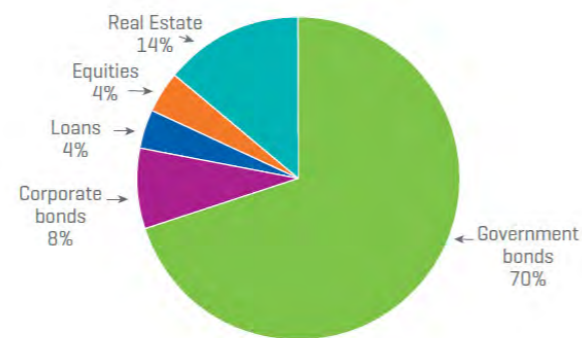
In light of the foregoing, as of April 1, 2020, AG's guaranteed interest rate will be as follows:

- 0.50 % for plans with a 'guarantee on reserves'
- 0.10 % for plans with a 'guarantee on reserves and premiums'

How does AG generate an additional return on investment?

They invest primarily in bonds, but also in other asset classes such as equities, real estate, loans and infrastructure projects.

On September 30, 2019, their investment portfolio asset mix was as follows:



By diversifying their portfolio, AG is able to earn an additional return on top of the guaranteed return in the form of profit sharing.

Since 2013, AG has been announcing their returns for the coming year and the next year at the start of the year. Going forward, the average minimum total net return (guaranteed return + profit sharing) per plan participant and per pension plan will be as follows:

- 2019:
 - 2.25 % for plans with a 'guarantee on reserves'
 - 1.75 % for plans with a 'guarantee on reserves and premiums'
- 2020:
 - 2.00 % for plans with a 'guarantee on reserves'
 - 1.75 % for plans with a 'guarantee on reserves and premiums'
- 2021:
 - 1.75 % for plans with a 'guarantee on reserves'
 - 1.75 % for plans with a 'guarantee on reserves and premiums'



If you are willing to take on more risk, AG also offers a full range of Branch 23 funds.

What are the specific features of Branch 23 group insurance?

Branch 23 group insurance products are invested in funds with no guaranteed return (best efforts obligation). In other words, the return earned on these products is based purely on investment performance.

With their in-depth knowledge and extensive expertise in Branch 23, AG can offer you custom-designed solutions that address your specific needs.

AG has a wide range of investment funds, each with its own asset mix and risk profile. You can therefore be sure that you will always find the fund(s) that best meet(s) your needs.

How are AG's Branch 23 funds managed?

AG takes a unique and resolutely diversified approach to managing their Branch 23 investment funds. This has enabled them to generate more consistent returns over the years.

Brief overview of AG's Branch 23 fund product range:



SUPPORTER OF YOUR PENSION



- **Multi-asset**

AG's funds are invested in one or more asset classes. Have a preference for equities, bonds, real estate? Open to investing worldwide or in Europe only? You can build your investment portfolio yourself or opt for mixed funds and/or let the AG expert financial advisors make the decision for you.

- **Multi-style**

The funds that AG offers skillfully blend different styles and investment strategies, all in the interest of reducing risk. Interested in passively tracking an index, selecting a fixed allocation between equities and bonds, or having the asset mix adjusted to take advantage of market opportunities identified by the AG asset managers? The choice is yours.

With this balanced approach, you can be sure that your portfolio will reflect the most suitable strategy at any given time.

- **Multi-manager**

AG carefully researches the profile of each manager in order to select the best of breed.

They select external managers from all over the world based on their qualifications and expertise in a given asset class (equities, bonds, real estate, etc.) and in a particular asset type (emerging market equities, corporate bonds, etc.).

Once AG has selected their preferred managers, they manage a portion of the underlying assets in AG's Branch 23 funds, all while following AG's strategy and meeting their conditions.

If a manager no longer performs in line with AG's expectations, s/he can easily be replaced.

In choosing a AG Branch 23 solution at AG, you opt for:

- ✓ a wide range of diversified funds
- ✓ access to the world's leading fund managers at all times
- ✓ attractive historical returns

For more information about AG's Branch 23 funds, go to www.agemployeebenefits.be > I am an employer/sector > Did you know that... > Funds.

And that's not all

You can also mix and match AG's custom-designed solutions in both Branch 21 and Branch 23, under individual as well as group management.

In addition, sustainable considerations are taken into account and applied across all of their investments, both in Branch 21 and Branch 23, and they have signed the UNPRI (United Nations Principles for Responsible Investment). AG is committed to upholding the principles of sustainable investment and has incorporated ESG (Environmental, Social and Governance) criteria in the management of its portfolio.

When opting for AG, you get the added convenience of specially designed communication tools such as:

- **AG EB Online**, to lighten your administrative paperwork
- **My Global Benefits**, the one-of-a-kind secure web-based platform that provides your staff members with a complete overview of the group benefits you so generously offer them, courtesy of AG.

AG understands the importance of information security to your business. AG is particularly mindful of these concerns as well, as evidenced by the ISO 27001 certification of their IT department, an internationally recognized standard for information security.

The requirements for obtaining this certification have been set by experts from all over the world and include best practices in information security.

AG: Your Best Choice

AG is the leading Belgian insurance company. It operates as a global pension & health provider and offers competitive and innovative products including: company and sector-wide plans, cafeteria plans, collective health care, ambulatory care and disability solutions.

AG Employee Benefits, the group division of AG, is the leader in the Belgian second pillar market with a 31% market share (12/31/19). It offers tailor-made solutions for supplementary pensions and collective healthcare and disability insurance: company plans, sector-wide plans, cafeteria plans, etc. It also offers an innovative range of products including: Hospicare Flexible, Income Care, Ambucare Flexible, AG Care, AG Ascento, etc.

If you would like more information or wish to discuss your employee benefits plans in Belgium, please contact your IGP Account Manager or:

AG

Mr. Michel Moreau

E: internationalnetworks.employeebenefits@aginsurance.be | T: +32 2 664 97 29

www.agemployeebenefits.be





Country News: Japan

Social Security Reform: Important Changes to Pension Plans

The social security pension scheme in Japan consists of the **National Pension (NP)** and the **Employees' Pension Insurance (EPI)**.

All Japanese citizens between the ages of 20-59 are required to join and make contributions to the National Pension program, which provides basic pension benefits to those over age 65 who have made contributions for at least 10 years. A reduced benefit is possible after age 60.

Employees' Pension Insurance, known as "Kosei Nenkin", provides additional benefits to employees of private companies in proportion to the employee's remuneration.

Both programs are administered by the Japan Pension Service, which is overseen by the Ministry of Health, Labor and Welfare.

In May, the Japanese parliament approved reforms to these pensions that included increasing the maximum age for deferring an old-age pension under the

National Pension. Reform of the Employees' Pension Insurance included changing the earnings test and expanding coverage to part-time workers.

The purpose of the legislation is to increase the number of people making contributions to the pension system, as well as to increase participation among women and the elderly.

Among developed countries, Japan has the highest old-age dependency ratio (number of working age individuals in contrast to the number of individuals over age 65).

The following is an overview of the changes:

- **Employees' Pension Insurance**

Extend coverage to more part-time employees

The most significant part of the reform is the extension of coverage under the Employees' Pension Insurance to more part-time workers.

Currently, part-time employees who work 20 hours or more are only required to join EPI if they are employed at companies with 500 or more employees. Full-time workers are required to join EPI regardless of the size of the company.

Under the new legislation, part-time workers at companies with 100 or more employees must join EPI starting in October 2022.

The requirement will be extended to those working at companies with more than 50 employees beginning in October 2024.

The legislation does not apply to part-time workers at companies with less than 50 employees.

The number of people paying into the pension system could increase by as much as 650,000, which will result in an increased cost to employers as they are responsible for paying half of their employees' contributions to EPI.

Modify the earnings test

Currently, the pension benefits of workers between the ages of 60 and 64 are reduced if their combined wages and pension income is more than ¥280,000 per month.

If the worker is age 65 or older with combined wages and pension income of more than ¥470,000, their pension benefit is reduced. Beginning in 2022, the threshold will be ¥470,000 for those between the ages of 60 to 64, so it will be the same for both age groups.

- **National Pension Program**

Increase maximum age for deferring pensions

Currently, the normal retirement age is 65, and old-pensions can be deferred for five years until the age of 70. Under the reform, the insured can defer his or her pension for an additional five years until the age of 75.

For each month of deferral, the pension will be increased by 0.7%. If the insured retires at age 75 (10 years total deferred), their pension will have increased by 84%.

Early retirement at age 60 with a reduced pension will still be possible.



The Role of Complementary Employer-Sponsored Retirement Benefits

Most employers provide retirement benefits to supplement the government-sponsored pension plans.

A survey by the Japan Institute of Life Insurance showed that about 70% of people in Japan are concerned about having enough money to support themselves in their later years. If people under the age of 50 are factored in, the percentage exceeds 80%.

Yet, another recent survey showed that only a little more than 30% of people had plans to save for their retirement needs and less than half had any idea how much money they would need to support themselves during their later years.

The Dai-ichi takes this information very seriously and has been working to raise awareness about health and preparing for later life and has been providing people with information and services on these subjects.

As an insurance company, the Dai-ichi strongly believes it has an obligation to offer products that complement social security programs.

The Dai-ichi can provide products tailored to the needs of your employees and your company.

In the past, customers were interested mostly in basic life insurance. Now, insurance products cater to diverse lifestyles, values and for such needs as healthcare, nursing care and savings.

As a major financial institution in the Group Pension market, the Dai-ichi provides unique and competitive products and services for Defined-Benefit Corporate Pension Plans, Defined-Contribution Pension Plans and Risk Sharing Corporate Pension Plans.

Although pension plans are not pooled, IGP can include them in the client's International Experience Report.

The Dai-ichi Life Insurance Company, Limited: Your Best Choice

The Dai-ichi Life Insurance Company, Limited, founded in 1902, is the third-largest life insurance company in Japan, with a stable financial structure and strong solvency margins.

Since 2016, the Dai-ichi has had an A+ rating from Rating and Investment Information, Inc. (R&I) for its claims-paying ability. R&I is the largest rating agency headquartered in Japan.

The Dai-ichi is a leading underwriter of group retirement and severance benefit plans, as well as group term life insurance. It has provided unique services for the subsidiaries of multinationals via the IGP Network since 1971.

The Dai-ichi is also known for its sophisticated financial services. All branch offices of the Dai-ichi have financial planners who are dedicated to providing advice to customers on insurance, retirement planning, asset management and tax planning.



- The Dai-ichi is "By your side, for life"**
 Dai-ichi's philosophy from the beginning has always been to put the customer first, as well as to contribute to local communities by passing on peace of mind through providing life insurance and related services.
- Experience**
 One of the leading life insurance companies in Japan, with more than 100 years' experience.
- Flexibility**
 Flexible administration services for IGP clients, including coverage from the first day of employment, maximum coverage up to JPY 100 million per participant, etc.
- Quality Services**
 Comprehensive services and information, including detailed consulting services for management and welfare systems.

If you would like more information or wish to discuss your employee benefits plans in Japan, please contact your IGP Account Manager or:

The Dai-ichi Life Insurance Company, Limited
 Mr. Yoshihiro Hamada
 hamada148@dl.dai-ichi-life.co.jp
 www.dai-ichi-life.co.jp

DAI-ICHI LIFE



Live Webinar!

Mark Your Calendar!

Kenya Country Session

Date: Wednesday, October 28, 2020

Time: 14:00 CET / 13:00 GMT / 09:00 EDT

UAP Old Mutual Kenya and IGP are pleased to announce their partnership. Effective June 1, 2020, employee benefits plans in Kenya placed with UAP Old Mutual can be included in an international employee benefits program with IGP.

During this live webinar, UAP Old Mutual will provide an overview on social security, plan design, funding requirements and legislative updates in Kenya, but will also focus on trends, benchmarking and anything else you need to know as an employer.

In addition, UAP Old Mutual will provide more information on their Employee Benefits solution to support a multinational corporation as it expands its presence across Africa. The Old Mutual's Africa Multinational Corporate Program provides life benefits across multiple countries, via a single contact of service with UAP Old Mutual Kenya.

We hope you will be able to join us for this one-hour session!

For more information, please contact:
Ms. Inge Luyten • inge.luyten@igpeurope.com

[Register Here](#)

Network Partner News: TCNs & Expatriates

Protecting Your Staff Around the World via AXA Luxembourg

The dynamics of international mobility implies great social and cultural changes for your employees and their families. Having a partner who supports your efforts to take care of your expatriate employees and their families is a real advantage. AXA Luxembourg offers innovative and tailor-made solutions that ensure a high-level of protection for your expatriates and their families by providing the coverage in case of death, disability or retirement.

Your employees are a key factor for your success. Especially during these challenging COVID-19 times, it is important to protect and motivate your expatriate employees and help ensure their loyalty. AXA Luxembourg's pension and risk coverage solutions are fringe benefits that your employees will appreciate.

Protection Insurance from AXA Luxembourg

Managing the employee benefits of a mobile workforce is extremely complex. Mobility managers are faced with a number of challenges including recruiting and retaining the best talent, protecting employees and their families, as well as guaranteeing a continuous high-level insurance package wherever their work takes them.

AXA Luxembourg helps HR teams better manage their expatriate plans and gives them the flexibility to adapt the risk and savings vehicles to the specific needs and expectations of their organizations:

Questions to Consider:

- How do financial, social and insurance specific conditions change when an employee moves from one country to another?
- Are employees entitled to certain benefits under the social insurance system in the new country of residence and, if so, under what terms?
- Are all mobile employees adequately covered regardless of their present country of residence?

Lack of transparency between countries, lack of social security agreements, different tax systems, complying with the ever-changing regulatory environment in each country where you have employees can rapidly become puzzling legal and administrative issues.

AXA Luxembourg has implemented an international protection plan to make life easier for you and your expatriate employees - a strategic solution for "global nomads" that helps protect their income, helps maintain their family's financial security, and provides benefits for their families if anything happens to them.

Your employees are a key factor for your success. Especially during these challenging COVID-19 times, it is important to protect and motivate your expatriate employees and help ensure their loyalty.



Attractive, simple and flexible

- **One-stop shop** - AXA as a unique point of contact to support you to provide your expatriates with protection and retirement savings via AXA Luxembourg as well as health plans via AXA - Global Healthcare:
 - Stand alone or combined offer
 - One point of contact: a dedicated Account Manager
 - No coverage overlaps, which results in related cost-savings (compared to plans placed with different providers)
- **Expertise and experience** - Choosing to work with AXA Luxembourg means benefiting from a dedicated Administrator and Account Manager who will answer all your questions and partner with you to manage your plans optimally.
- **Simplicity, just one click away** - AXA Luxembourg has developed e-services to ensure the efficiency of the service delivery, including a multilingual website available both for the employer and the employees and supported by multiple functionalities in order to guarantee efficient communication, smooth administration and 24/7 control over the plan. The EBN (Employee Benefits Network) online tool allows the ability to consult statements, reporting, upload and download documents in a secure way, consult invoices and status of payments
- **Trusted support for your employees** - While living in different countries, your expatriates want to be sure that someone is looking out for them and their family:
 - A multilingual team is available to answer all the questions your employees might have regarding their benefits;
 - Access to clear documentation with information on their benefits as well as the ability to request forms and documents and to review procedures and information on how to benefit from their cover;
 - Secure Medical Selection Process – to avoid long processes and accelerate the employees' application journey.

A wide choice of life, disability and income protection benefits

AXA Luxembourg's products are fully tailored, attractive, simple and flexible to match with your needs:

- Choice of benefits and benefits levels;
- Different employee categories;
- Choice of waiting periods, payment duration frequency (lump sum or annuity);
- Definition of disability threshold;
- Pooling possibilities;
- Wide choice of assistance options and services to support you and your employees in all situations.

Life Insurance	Disability and Income Protection Insurance
A protection solution against the loss of income for the employee's family in case of death of the insured.	A protection solution against the loss of income for the employee due to a short to long-term illness or disability. Coverages only available when combined with Group Life cover.
Basics	Options
Benefits in the event of death due to illness or accident: <ul style="list-style-type: none"> • Group life (lump sum payment) 	Benefits paid if the employee must stop working temporarily or permanently due to illness or accident: <ul style="list-style-type: none"> • Long Term Disability Income (for partial or total disability, annuity pension payment for a period of time as a salary loss compensation. Waiting period apply); • Total Permanent Disability (lump sum payment in the event of complete and permanent disability); • Accidental dismemberment (lump sum payment in the event of the loss of a limb); • Long Term Disability Income partner (annuity pension for non-working partner in case of partial or total disability); • Waiver of premiums (continuation of protection premium payment in case of disability); • Waiver of savings premium (continuation of savings contributions in case of disability).
Options	
Optional coverages only available when combined with Group Life cover: <ul style="list-style-type: none"> • Accidental death (supplementary lump sum payment in the event of death due to an accident); • Group Life partner (lump sum payment in the event of death of accompanying partner); • Surviving spouse's annuity (annuity payment in the event of death, up to 65 years old included); • Orphan's annuity (annuity payment in the event of death, up to 21 years old included). 	

An attractive, simple and flexible retirement package

AXA Luxembourg's international savings & retirement solution is based on a Luxembourg unit-linked group insurance contract. As the world's second biggest location for funds, Luxembourg has a legal protection system with outstanding features; the cornerstone of the protection being the legal requirement that all client assets must be held by an independent custodian approved by the Luxembourg regulator.

AXA Luxembourg offers you the flexibility to choose the solution to match with your profile:

- Multi-currency capability: EUR, USD, CHF, GBP;
- Freedom to design the plan: free choice of beneficiaries, contribution rates, funding (employee-funded and/or employer-funded)
- Benefits: lump-sum payment at the predefined final age and in the event of premature termination. The employer has the ability to define the corresponding vesting period (waiting period till the member is able to request a payment or transfer)
- Passive membership: becomes effective if an employee is no longer eligible to be part of the active plan. However, if no provisions are defined by the employer, lump sum payment or a transfer of reserves can be executed immediately on termination.



If you would like more information or wish to discuss your expatriate plan, please contact your IGP Account Manager or:

AXA Luxembourg

Mr. Michal Solin

E: Michal.Solin@axa.lu | T: +352 661 857 818

www.axa.lu



Country News: United Kingdom

Times are Changing. So is Canada Life.

We're entering a new era. The global pandemic has changed the relationships that we have with each other, our clients and their advisers. Never before has remote working, the way we use technology and working with brands you can trust been more important.

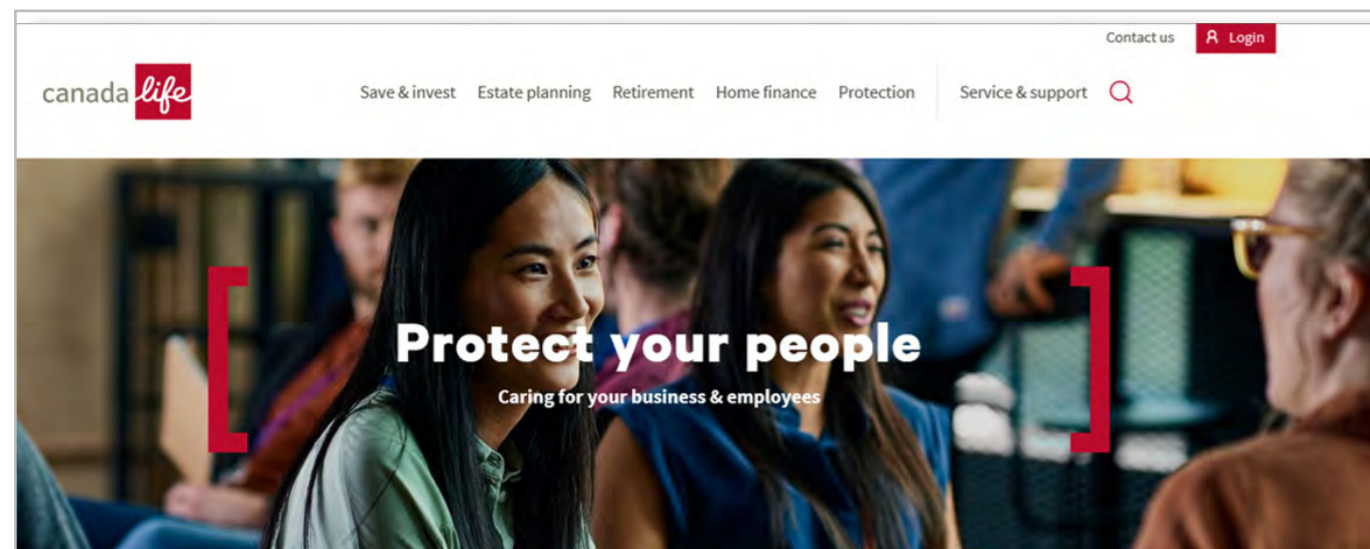
During this period of change, Canada Life recently announced some new developments starting with the launch of a refreshed brand look and feel, new logo and brand new website.

Everything has been designed to make Canada Life more accessible, transparent and easy to deal with.

The launch of a new, easy to use website introduces the refreshed and revitalized Canada Life brand in the UK.

Visit Canada Life's new website to discover how the new look, new logo and refreshed content has been designed to be more appealing and easy to use.

[Visit website](#)



Look after your business and employees with Canada Life, the UK's number one group protection provider.



Canada Life's workplace protection products look after businesses, protecting their employees and their loved ones, if they fall ill or pass away.

Having the right staff can make or break a business, so it makes sense to look after the ones you've got. Canada Life's workplace protection offers financial, emotional and practical support when employees need it most. Canada Life also helps manage long-term absences and even supports a grieving family if an employee dies.

Canada Life is known for:

Experience and Expertise

Over 45 years' experience in the Group Insurance industry, with specialists in every area of the business.



Group Life Insurance

A tax-free payment is made to the family if an employee dies during their working life.*

* For tax advice, please consult a tax advisor.



Group Income Protection

Financial and emotional support if an employee is absent from work because of an illness or injury.



Group Critical Illness

A tax-free payment is made if an employee suffers from one of the many covered illnesses.*

* For tax advice, please consult a tax advisor.

Market Leading Technology

CLASS is Canada Life's award-winning online group insurance system, holding over 12% of all UK group insurance policies. It lets you quote, renew and administer policies anywhere, anytime.

Flexibility and Innovation

Offering a bespoke approach to Income Protection Claims Management, Canada Life provides more than a financial benefit.

As well as a wide range of Support Services, employers have access to a market-leading rehabilitation service that helps their employees return to work.

Award-Winning Service

Leading industry service standards with award-winning customer service and dedicated regional Account Managers.

About Canada Life

Canada Life provides retirement, investment and protection solutions to individuals, families and companies. They have 3.4 million customers, 470,000 pension annuities in force, and manage more than £38.3 billion of equities, fixed income and property, as well as a comprehensive multi-asset range through their investments division. They sell products to individuals and corporate entities located in the UK through financial advisers.

Canada Life is a UK-based subsidiary of the Great-West Lifeco group of companies, which has operations in Canada, the United States, Ireland and Germany. They currently have over 1,200 employees in the United Kingdom and have been operating there since 1903.

Beyond their products and solutions, Canada Life cares deeply about strengthening the communities in which they live, work and do business. In 2019, they made donations to a wide range of charities and communities, including Shelter, Help Bristol's Homeless and Histio UK. In response to COVID-19, they've supported the NHS as well as the Manx Solidarity Fund.

If you would like more information or wish to discuss your employee benefits plans in the UK, please contact your IGP Account Manager or:

Canada Life
 Ms. Verna Beighton
 MultinationalPooling-CanadaLife@canadalife.co.uk
 www.canadalife.co.uk/group



Mark Your Calendar!

IGP Seminar

International
Employee
Benefits

Westin Copley Place Hotel
June 22 - 24, 2021

We are pleased to announce that IGP and our Network Partners will be hosting our market-leading International Employee Benefits Seminar on June 22-24 at the Westin Copley Place Boston.

During the Seminar, participants can attend their choice of country presentations during which IGP Network Partners provide information on their country's social security and typical employee benefits practice. Attendees are encouraged to ask questions and share solutions.

The newcomer will acquire a working knowledge of employee benefits practice, while the experienced benefits specialist will ensure that he or she remains current on legislative and other important developments in specific countries.

We are planning this event on the assumption that all relevant statutory and regulatory restrictions will have been lifted by next June.
However, we are also keeping an open mind to potentially converting the 2021 IGP Seminar to a virtual event in case live conferences are not yet allowed.

*Unpaid International Dividends can be used to pay for registration fees and hotel!
Ask your IGP Account Manager for details.*



We look forward to welcoming you to the 2021 IGP Seminar!

Mark Your Calendar!

IGP Seminar

International
Employee
Benefits

Westin Copley Place Hotel
June 22 - 24, 2021

The program will also feature Special Interest Sessions during which guest speakers will discuss topics of interest to those involved with international employee benefits.

In addition to the formal agenda, there will be a Complimentary Training Program on the afternoon of Monday, June 21. Come early and learn more about possible solutions for your international employee benefits (multinational pooling, global underwriting & pricing and captives), as well as tools for managing and reporting on your international account.

Recognized as the premier international employee benefits conference, the IGP Seminar offers a unique opportunity to learn about country-specific employee benefits...and much more!

The Westin Copley Place Hotel
10 Huntington Ave., Boston, MA 02116

IGP Daily Room Rate: USD 329 (plus tax)

Registration Fees:

First Attendee:	USD 1,100	Until April 30
	USD 1,200	May 1 - June 1
	USD 1,300	After June 1
Second Attendee: (same company)	USD 1,000	Until April 30
	USD 1,100	May 1 - June 1
	USD 1,200	After June 1

For every two paid attendees from the same company, the registration fee is waived for a third person from that company.

Registration will open in 1Q 2021.

IGP Network Partners

Argentina	SMG LIFE
Australia	AMP Life Limited
Austria	ERGO Versicherung AG (in association with BONUS Pensionskassen AG)
Belgium	AG
Brazil	MAPFRE Vida S.A.
Brunei	Aviva Ltd. ²
Cambodia	Manulife (Cambodia) Plc. ¹
Canada	Manulife Financial Corporation – Canadian Division
Channel Islands (Health)	AXA Health
Channel Islands (Life & Pensions)	Canada Life Limited
Chile	MAPFRE Compañía de Seguros de Vida de Chile S.A.
China	Manulife-Sinochem Life Insurance Co. Ltd.
China	Taiping Pension Company, Limited
Clipperton	See France ³
Colombia	MAPFRE Seguros de Colombia
Costa Rica	MAPFRE Seguros Costa Rica, S.A.
Denmark	PFA Pension
Dominican Republic (Life)	MAPFRE BHD Compañía de Seguros, S.A.
Dominican Republic (Health)	ARS Palic Salud, S.A.
Ecuador	MAPFRE Atlas Compañía de Seguros S.A. ¹
El Salvador	MAPFRE Seguros El Salvador S.A.
Finland	Mandatum Life Insurance Company Limited
France	AXA France Vie
France	Malakoff Humanis
French Guiana	See France ³
French Polynesia	See France ³
French Southern & Antarctic Lands	See France ³
Germany	Gothaer Lebensversicherung AG
Greece	The ETHNIKI Hellenic General Insurance Company
Guadeloupe	See France ³
Guatemala	MAPFRE Seguros Guatemala, S.A.
Honduras	MAPFRE Seguros Honduras, S.A.
Hong Kong	AXA China Region Insurance Company Limited
Hong Kong	Manulife Hong Kong
Hungary	Aegon Hungary Composite Insurance Company
India	Max Life Insurance ¹
Indonesia	PT.Asuransi Jiwa Manulife Indonesia
Ireland	Irish Life Assurance plc
Italy (Life)	UnipolSai Assicurazioni S.p.A.
Italy (Medical)	UniSalute S.p.A.
Japan	The Dai-ichi Life Insurance Company, Limited
Kenya	UAP Old Mutual Group
Korea	Samsung Life Insurance Company, Ltd.
Liechtenstein	See Switzerland
Luxembourg	Cardif Lux Vie S.A.
Macau	AXA China Region Insurance Company Limited
Macau	Manulife Hong Kong

IGP Network Partners

Malaysia	AIA Bhd.
Martinique	See France ³
Mauritius	Swan Life Ltd.
Mayotte	See France ³
Mexico	Seguros Monterrey New York Life, S.A.
Monaco	See France
Namibia	Via The Old Mutual Life Assurance Company (South Africa) Limited
Netherlands	a.s.r. De Amersfoortse
New Caledonia	See France ³
New Zealand	Fidelity Life Assurance Company Limited
Nicaragua	MAPFRE Nicaragua, S.A.
Norway	Storebrand Livsforsikring AS
Panama	MAPFRE Panama, S.A.
Paraguay	MAPFRE Paraguay Compañía de Seguros S.A.
Peru	MAPFRE Perú Compañía de Seguros y Reaseguros
Philippines	The Insular Life Assurance Company, Ltd.
Poland	Unum Życie TUIR S.A.
Portugal	VICTORIA Seguros, S.A.
Réunion	See France ³
Russia	Welbi
Saint Barthélemy	See France ³
Saint Martin	See France ³
Saint Pierre & Miquelon	See France ³
Singapore	Aviva Ltd.
Slovenia	ERGO Življenjska zavarovalnica d.d. ¹
South Africa	The Old Mutual Life Assurance Company (South Africa) Limited
Spain	Caja de Seguros Reunidos, Compañía de Seguros y Reaseguros, S.A. (CASER)
Sweden	SPP
Switzerland	AXA Switzerland
Taiwan	Shin Kong Life Insurance Company, Ltd.
Thailand	The Muang Thai Life Assurance Public Company, Ltd.
Turkey (Health)	Allianz Sigorta A.Ş.
Turkey (Life & Pensions)	Allianz Yaşam ve Emeklilik
Ukraine	TAS Life Insurance Company
United Arab Emirates	Abu Dhabi National Insurance Company (ADNIC)
United Kingdom (Health)	AXA Health
United States (Life)	Prudential Insurance Company of America
Uruguay	MAPFRE Uruguay Seguros S.A.
Venezuela	MAPFRE La Seguridad, C.A. ¹
Wallis and Futuna	See France ³
International Mobile Employees	AXA - Global Healthcare (medical)
International Mobile Employees	AXA Luxembourg (life, disability, pensions)

¹ Correspondent Network Partner

² Coverage can be provided via Aviva Singapore provided the Singaporean subsidiary is the beneficiary under the contract

³ Malakoff Humanis can quote provided plans also underwritten on the mainland.

IGP Contact Information

Mr. Peter de Vries

Head of the Network
International Group Program (IGP)
E pdevries@jhancock.com

Mr. Brian McCarthy

Assistant Vice President
International Group Program (IGP)
John Hancock Life Insurance Company (USA)
P.O. Box 111
Boston, MA 02117, USA
T (1) (617) 572-8655
E bmccarthy@jhancock.com

Ms. Tamara Laanen

Director Account Development
International Group Program (IGP) – Europe
John Hancock International Services S.A.
Avenue de Tervuren 270
B-1150 Brussels, Belgium
T (32) (2) 775-2945
E tamara.laanen@igpeurope.com

Mr. Michael Spincemaille

Regional Director
International Group Program (IGP) – LATAM
John Hancock International Services S.A.
Avenue de Tervuren 270
B-1150 Brussels, Belgium
M (52) (1) 55 1682 8970
E michael.spincemaille@igplatam.com.co

Mr. Wim Moldenaers

Assistant Vice President
International Group Program (IGP) – Europe
John Hancock International Services S.A.
Avenue de Tervuren 270
B-1150 Brussels, Belgium
T (32) (2) 775-2966
E wim.moldenaers@igpeurope.com

Mr. Eric Chew

Regional Director
International Group Program (IGP) – Asia
8 Cross Street
#15-01 Manulife Tower
Singapore 048424
T (65) 6833 8996
E Eric_WK_Chew@igp.com.sg

Mr. Yoshimaro Komachiya

Senior Consultant
International Group Program (IGP) – Japan
PO Box 2528, 30 F, Tokyo Opera City Tower
3-20-2 Nishi Shinjuku, Shinjuku-ku
Tokyo 163-1430, Japan
T (81) (3) 6331 6565
M (81) (90) 4614-3048
E yoshimaro_komachiya@igpjapan.com

The information in this document is subject to change. Please contact your IGP Account Manager or igpinfo@jhancock.com for more details.

The International Group Program (IGP) is a registered brand name under John Hancock.

IGP operates in the State of New York under JH Signature Insurance Agency, Inc., a NY licensed broker.

IGP Network Partners operating outside of the United States are not necessarily licensed in or authorized to conduct insurance business in any state in the United States including, the State of New York. The policies and/or contracts issued by a Network Partner to contract holders outside of the United States have not been approved by the NY superintendent of Financial Services, are not protected by the NY State guaranty fund and are not subject to the laws of NY or the laws and/or protections of any other state where the Network Partner is not licensed to do business.