

Milan, 11 December 2023

Dear Members,

As usual, in view of their expiry, Uni.C.A. has renewed the Health Plans for the next two-year period 2024-2025.

Thanks to the commitment of everyone involved, we believe we have guaranteed our members the best possible result in a scenario characterised by a progressive increase in the cost of insurance in the health market and the unfavourable technical performance of the Fund's policies.

Special thanks are due to the social partners of UniCredit that who, through the agreements reached, have made it possible to support the renewal financially, confirming once again the great awareness and shared intentions on health issues.

We believe that, in these difficult economic and health times, the most important goal achieved is to have kept the overall health coverage structure unchanged, by improving the excess deductible charged on specialist visits in policies covering the largest number of enrollees; we have succeeded in doing this by focusing, on the one hand, on simplifying the offer and, on the other hand, on targeted interventions to contain the technical ratios of cover for future sustainability.

With the help of Marsh, a specialist consultant in the sector, Uni.C.A. involved the main competitors in the Italian insurance market in the new selection process.

Using technical analysis, the negotiations focused on reducing the number of types of cover offered: two for UniCredit employees and three for retirees, which is more in line with both the company's organisational system and the cover needs of retired members. Then, thanks to the reshaping of some deductibles, which was necessary in areas most in imbalance such as the Admissions Area of the policies and retiree coverage, we achieved the important result of reducing the deductible to be applied on specialist visits in the policies of in-service personnel by about 25 percent.

After a long period of continuity, Generali SpA will be the new insurance partner of the Fund, which will use its own service company Welion as provider for network and claims management.

The new company, a leader in the health insurance sector, has guaranteed continuity in the products/services offered to Uni.C.A. members, particularly as regards the management of direct assistance through the affiliated network, the settlement of reimbursements, and the telematics platform with access to the reserved area that will be available to members from January 2024.

For dental cover for in-service personnel, on the other hand, Aon/Pronto Care (Aon Italia Group) has been confirmed as the service provider (remember that this cover is managed on a fully self-insured basis by Uni.C.A.). After outlining two types of cover, one for non-managerial staff and the other reserved for managerial staff, we were able to introduce improvements to the out-of-pocket maximums for all plans offered and increase the level of reimbursement for dental in the non-managerial plan.

For all the details of the new Health Plans, please read the Director's letter and the documents published on the Uni.C.A. website.



We are convinced that, despite the difficulties outlined in the introduction, the work done will enable all members to meet their individual needs, especially the most serious and severe ones, within an overall framework of cover that is at the medium/high level of that offered by the reference market, particularly for the banking sector.

We will continue to strive to ensure that you all receive a service in line with your expectations.

The Chairman
Ignazio Stefano Farina

The Deputy Chairman
Renato Carlo Bianchi