Allianz | Allianz Partners

GLOBAL EMPLOYEE BENEFIT PROGRAMS

Virtual Captive

Self-manage global employee benefit risks without establishing a captive.

Drawing on our expertise in international risk management, we have developed a new concept for mid-sized to large multinational corporations with centralized human resources strategies, enabling them to manage local risks within global employee benefit programs at the headquarters level.

Captive benefits without the complexity.

Meeting changing market needs.
The evolving needs of multinational corporations require solutions that go beyond traditional employee benefit models. Businesses seek solutions that offer transparency, cost predictability, and alignment with global strategies, while effectively managing employee benefit risks. Our innovative approach addresses these challenges, empowering companies to take control of their employee benefits risk without the need to establish a captive entity.

Adapting to modern employers.
By combining flexibility with efficiency, our solution enables businesses to optimize costs, manage risks effectively, and ensure global consistency in their employee benefit programs. This approach delivers the advantages of a captive solution without the administrative burden or complexity.

Delivering innovative value.
Through a virtual account on Allianz Partners' balance sheet, the Virtual Captive provides a transparent profit and loss view under our governance. Leveraging Allianz's global scale, regulatory expertise, and risk-financing capabilities, this solution empowers businesses to take on and manage their employee benefits risk effectively and strategically.

Key benefits:

1 **Flexible risk management without a captive setup:** Clients can take responsibility for their own risk without the need to establish a captive vehicle or deal with the associated auditor and regulatory requirements.

2 **Optimized costs and global coverage standards:** The virtual captive setup offers the advantages of a traditional captive solution, including cost optimization, access to granular data, and the ability to establish global coverage standards. It also eliminates or reduces exclusions, provides greater flexibility for ex-gratia claims, and includes dedicated account management.

3 **Captive benefits minus administrative burdens:** It delivers the advantages of a captive solution without the complexities and obligations of managing one, such as capital injections, insurance and reinsurance licensing, regulatory compliance, and extensive legal, financial, and administrative tasks.

VIRTUAL CAPTIVE

The global employee benefits solution by Allianz Partners provides comprehensive core services for multinational organizations:

Underwriting

Underwriting Team | Regional Responsibility

The team is responsible for ensuring timely and accurate underwriting data delivery in alignment with agreed renewal timelines. They provide local renewal recommendations and coordinate benefit design changes.

Renewals

Account Management Team | Sales & Account Manager

The Account Management team is responsible for engaging with Network Partners to implement approved terms, preparing renewal documentation, and issuing Reinsurance Certificates that confirm reinsurance sign-off on local implementation data.

Reporting

Data Reporting Team | Accounting Team

The Data Reporting & Accounting Team is responsible for collecting quarterly data, conducting data audits, preparing reports and managing the completion of yearly settlements.

How does it differ from a traditional captive?

The Virtual Captive does not require the client to handle governance responsibilities, as these are managed by Allianz Partners. Additionally, the virtual captive is capitalized by Allianz, eliminating the need for the client to provide capital. Captive support services, typically necessary in a traditional captive, are also not required in the virtual captive model. On the downside, virtual captives settle cash transactions yearly, whereas traditional captives often do so quarterly.

Copyright © 2026 Allianz Partners. This document is for informational purposes only. The characteristics, benefits, and structure of the Virtual Captive may vary depending on the jurisdictions involved, local regulations, agreements with insurers, and contractual terms.

Key advantages at a glance.

Enhanced control
over risk management, benefit design and pricing across different countries.

Potential cost savings & financial stability
through greater influence on local terms and conditions and a longer-term approach.

Full transparency
over total employee benefit spend and local cost drivers.

Health and benefits network
providing a holistic and innovative set of employee benefit solutions including strong health & wellbeing capabilities.

Single point of contact
offering support and seamless client account management to help you optimize your employee benefit plans across countries.

This solution is designed for multinational companies with centralized human resources strategies seeking to stabilize their global employee benefit expenditures, as well as for captive owners who may lack the expertise and resources to effectively manage employee benefits business.

Our global footprint.
We thoroughly manage our network to ensure an extensive global footprint, innovative local solutions and consistent standards of quality. Please find the full capability list here.