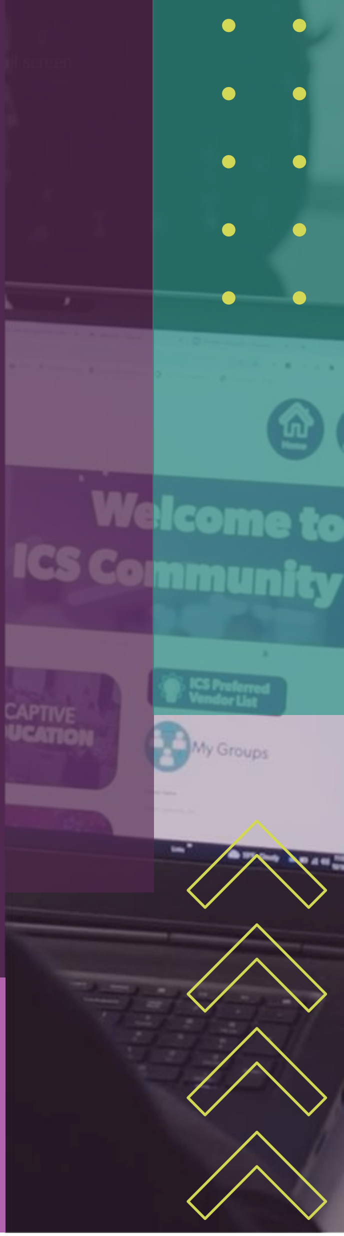
OWN Health:
A Captive Perfect for ESOPs



INNOVATIVE CAPTIVE STRATEGIES

NCEO
CAPTIVE INSURANCE PROGRAMS

Innovative Captive Strategies

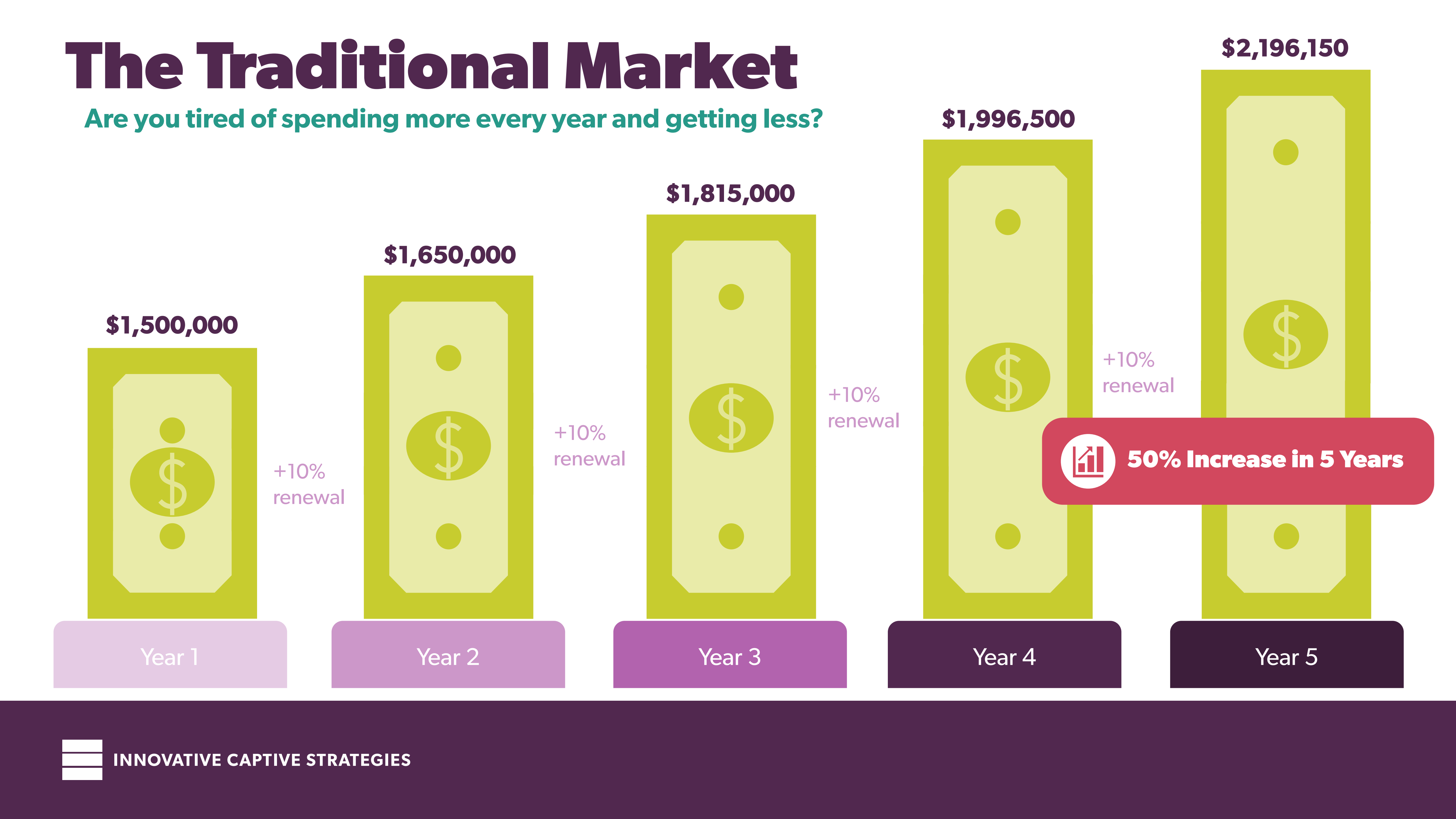
Create | **Market** | **Manage**

CAPTIVES

Property Casualty
Since 1999

Alternative Risk & Consulting
Since 2004

Employee Benefits
Since 2012



The Traditional Market
Are you tired of spending more every year and getting less?
$1,500,000
$1,650,000
$1,815,000
$1,996,500
$2,196,150
+10% renewal
+10% renewal
+10% renewal
+10% renewal
50% Increase in 5 Years
Year 1
Year 2
Year 3
Year 4
Year 5
INNOVATIVE CAPTIVE STRATEGIES

Recent Market Trends

- Hardening stop loss market
- Surge in frequency and severity of large claims
- Largest claims coming from cancer, specialty Rx, and neonatal
- Hospital utilization up and labor shortages
- Specialty drug costs accounting for 25%+ of stop loss claims cost
- $2M+ claims increased 213% since 2020

"There is no better time to be in a captive or joining a captive."

Sources: Tokio Marine HCC 2026 Annual Market Report
Sun Life 2024 Edition High-Cost Claims and Injectable Drug Trend Analysis
QBE 2024 Annual Market Report

The Healthcare Landscape

The Healthcare Landscape

ICS Captives: BETTER Ownership

- Reward for Performance
- Renewal Stability
- Membership Alliance

Carrier-Owned

YOU Own

Introducing OWN Health

OWN HEALTH
AN NCEO ESOP CAPTIVE

Quick Facts

# of Companies: 28

# of EE Lives: 5,435

Stop Loss Carrier:
Sun Life

Effective Date: July 1

Company Types:
Mixed Industries
(Heterogeneous)

Program Partnership

Program Advisor
NCEO Liaison

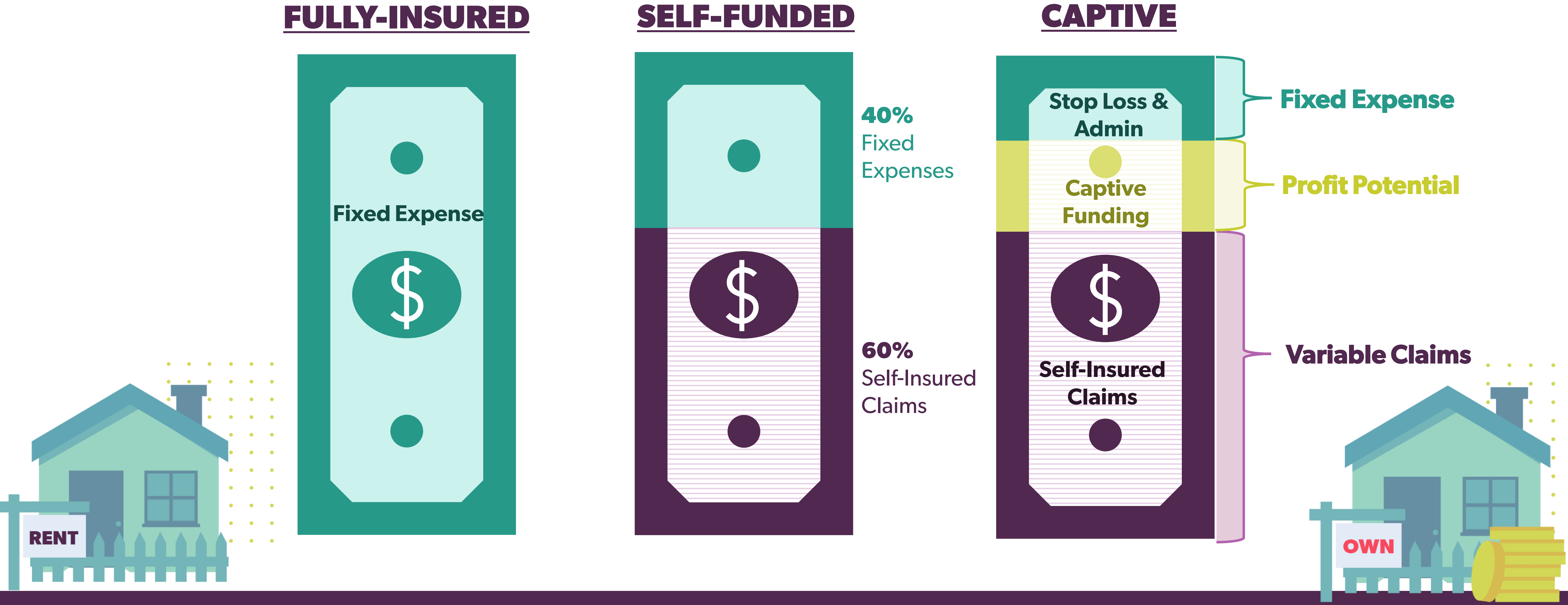
Captive Consultant
Captive Operations

ESOP Expert & Oversight
Communication
Marketing

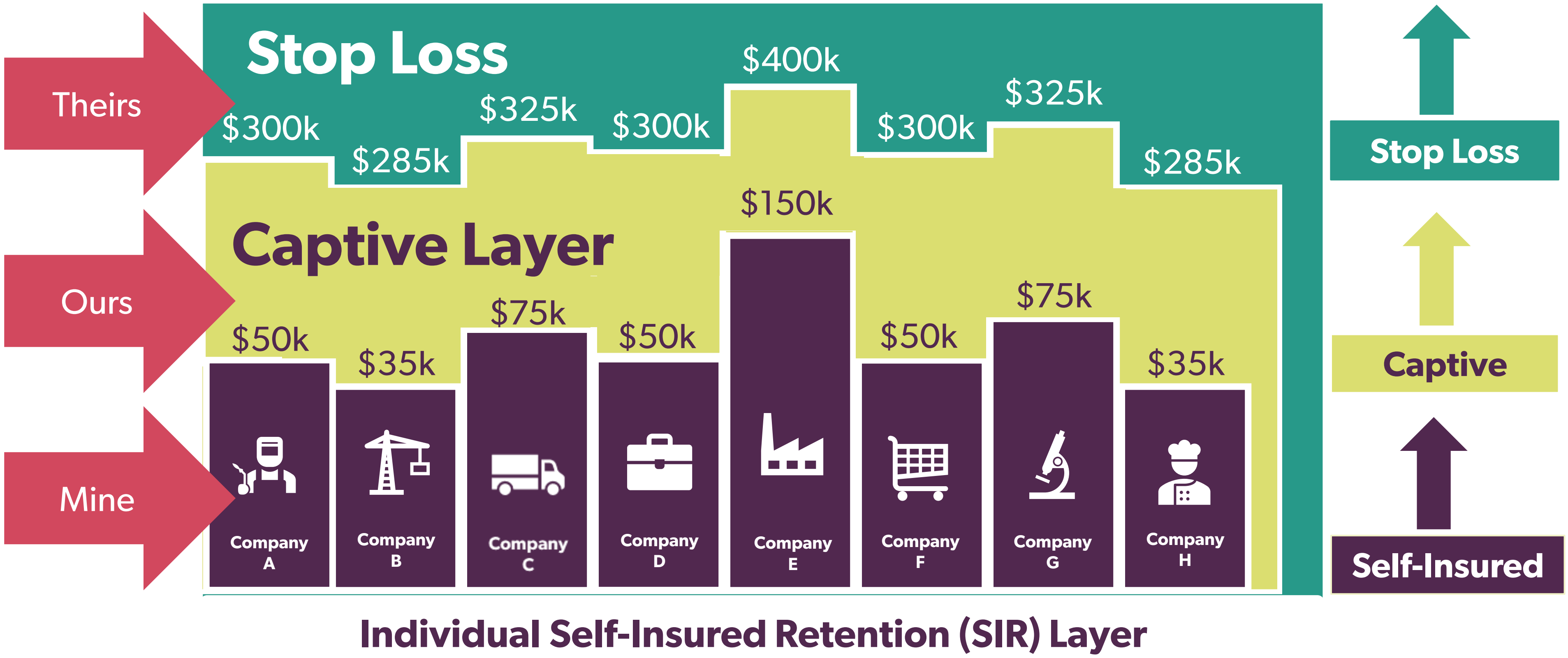
The Numbers

The Mindset

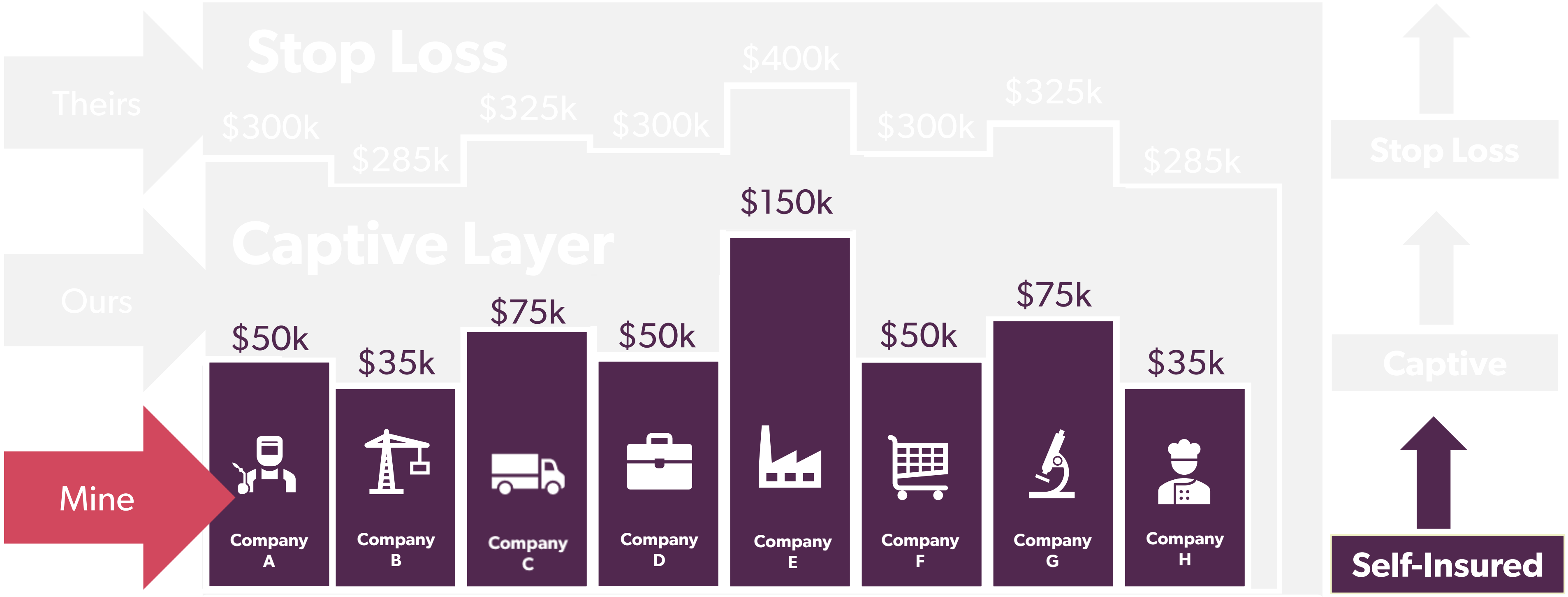
Your Dollar Breakdown



OWN Health Captive Structure

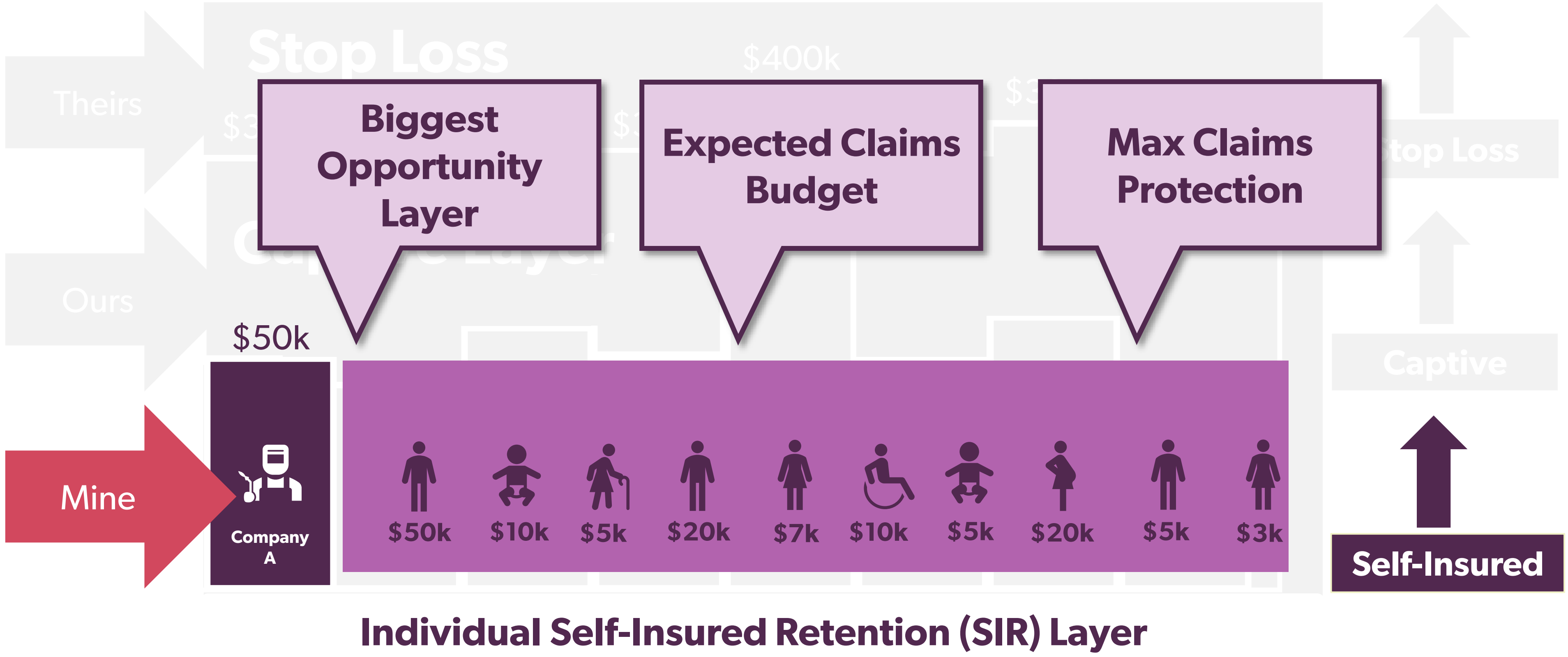


Self-Funding with Opportunity

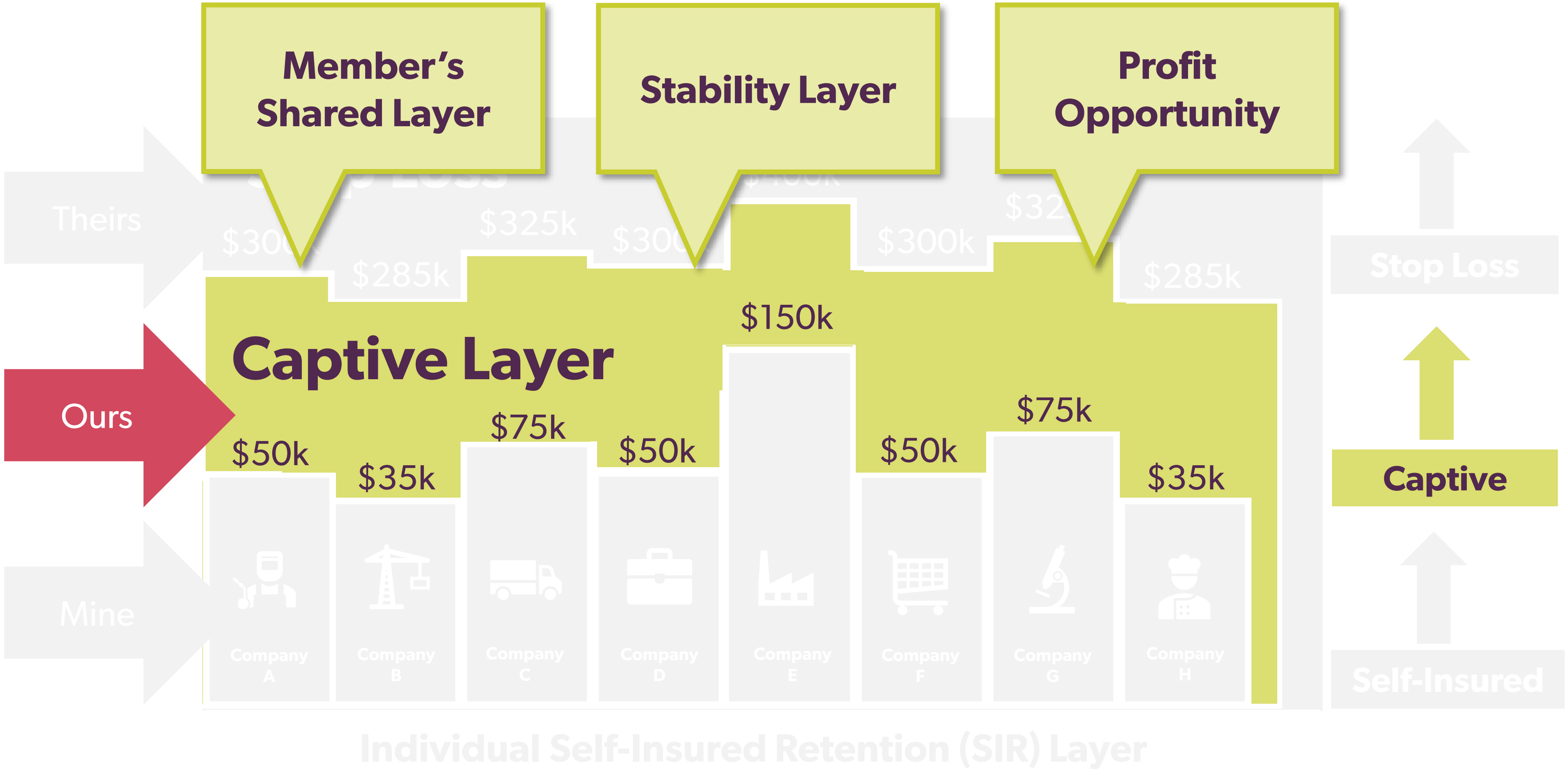


Individual Self-Insured Retention (SIR) Layer

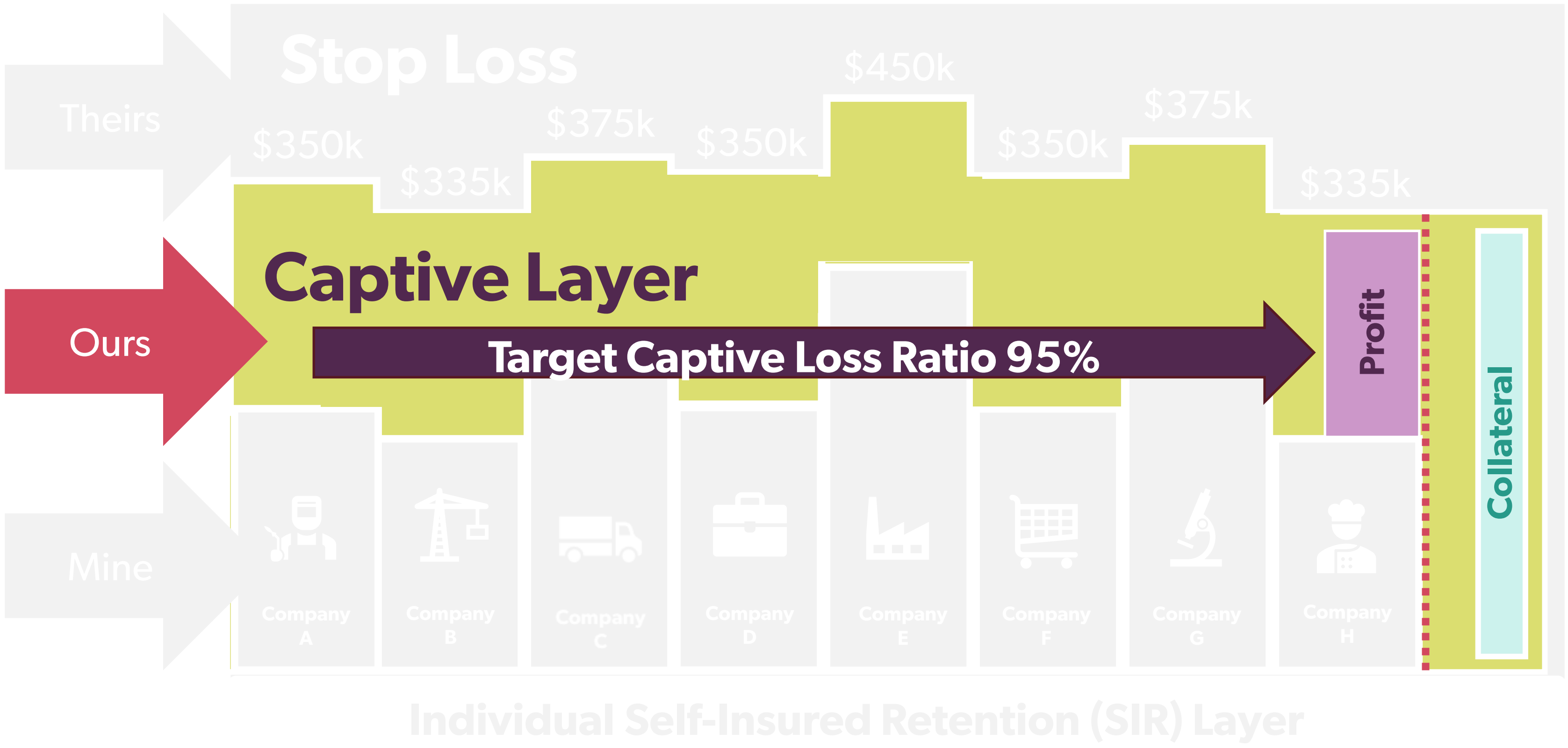
Self-Funding with Opportunity



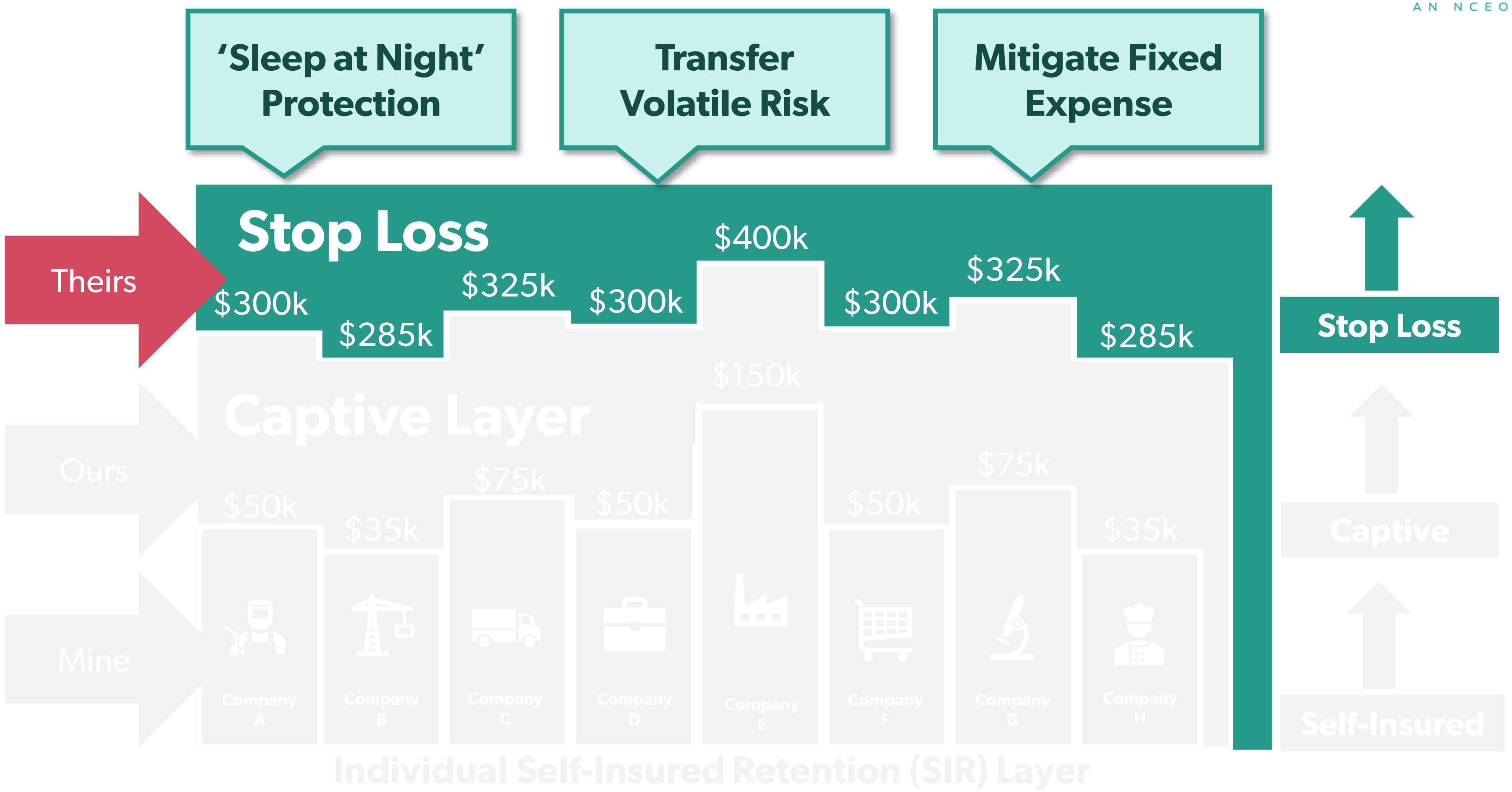
Self-Funding with Stability



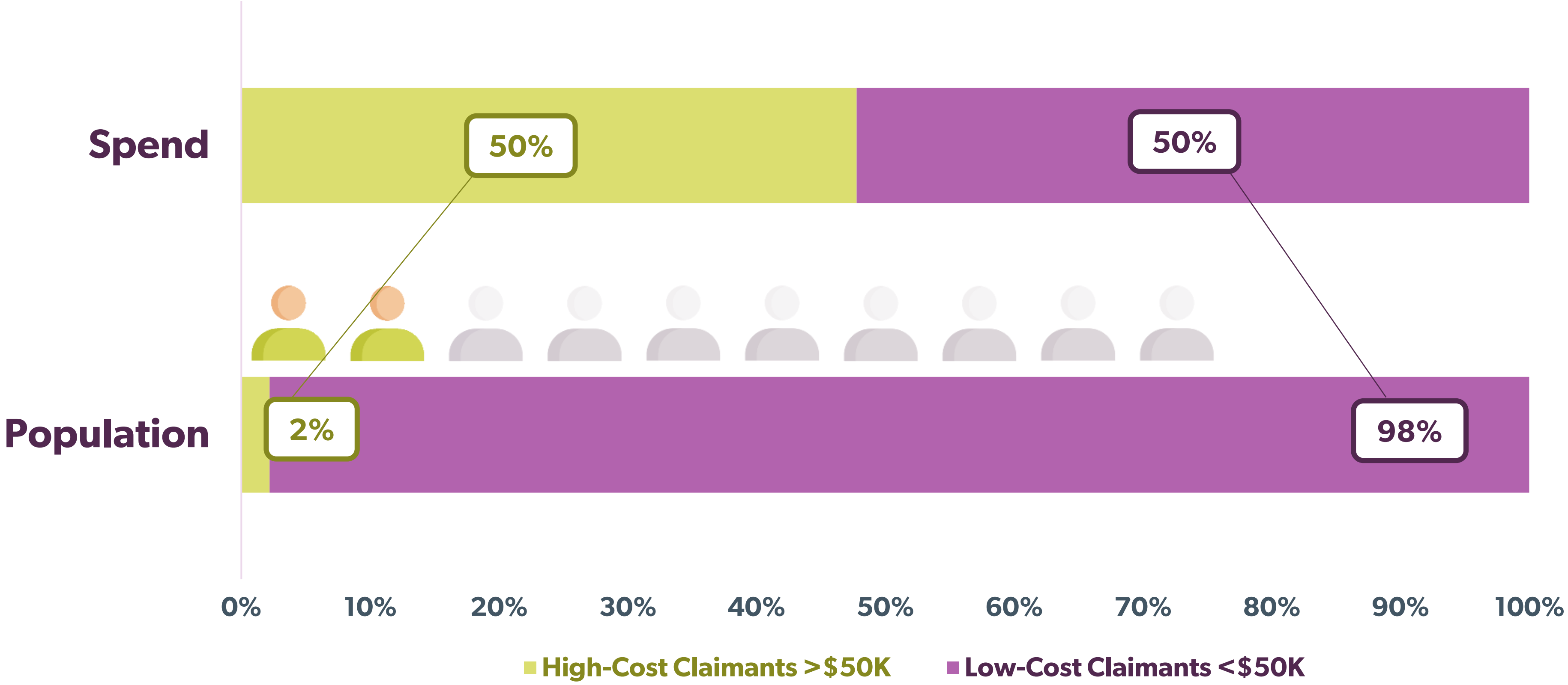
Self-Funding with Stability



Self-Funding with Protection



Typical Claimant Spend



Employer Example

KEY:
One Claimant

Stop Loss

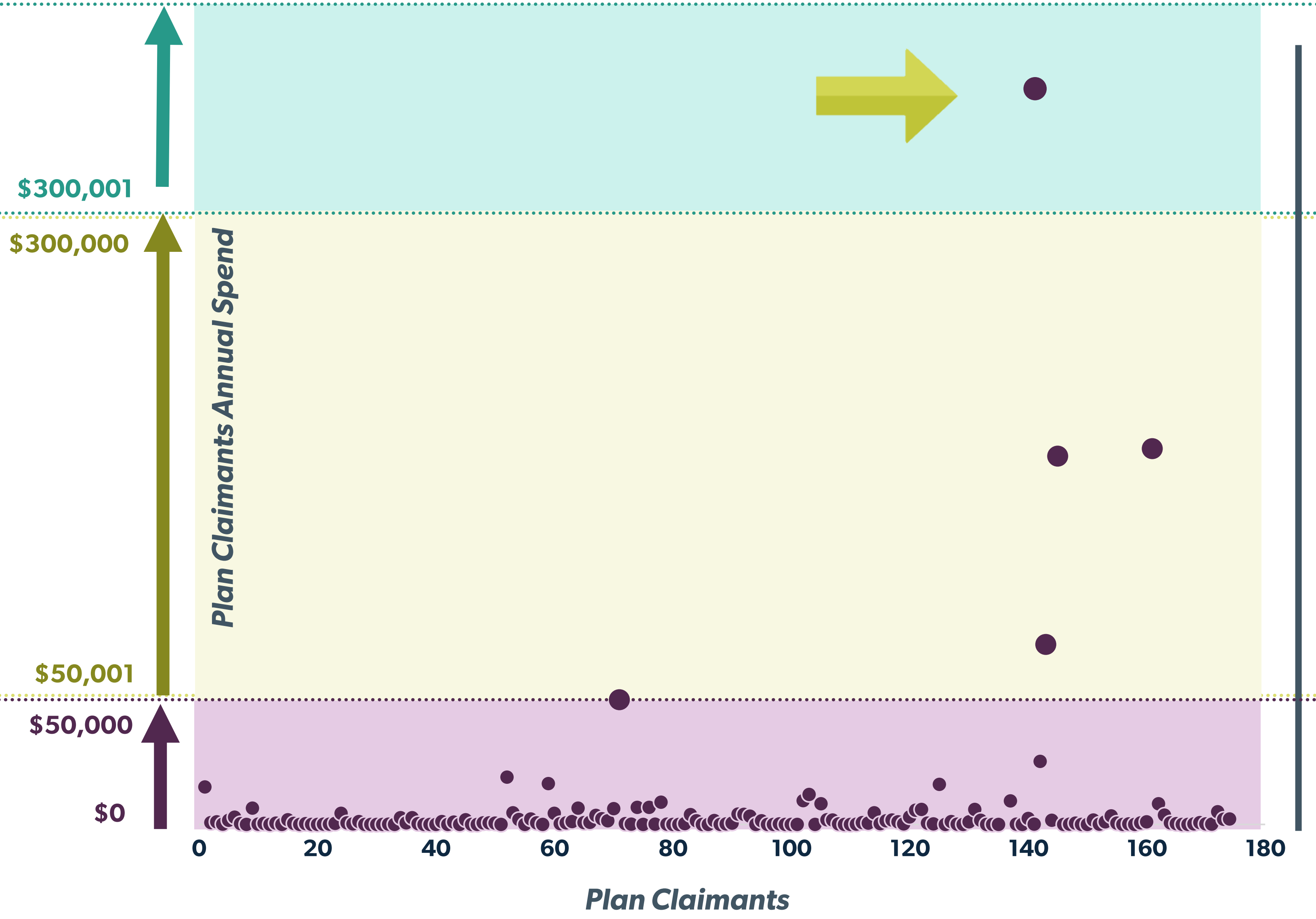
PROTECTION

Captive

GROUP STABILITY + OPPORTUNITY

Self-Insured

INDIVIDUAL OPPORTUNITY



Rare/Severe

Stop Loss Paid

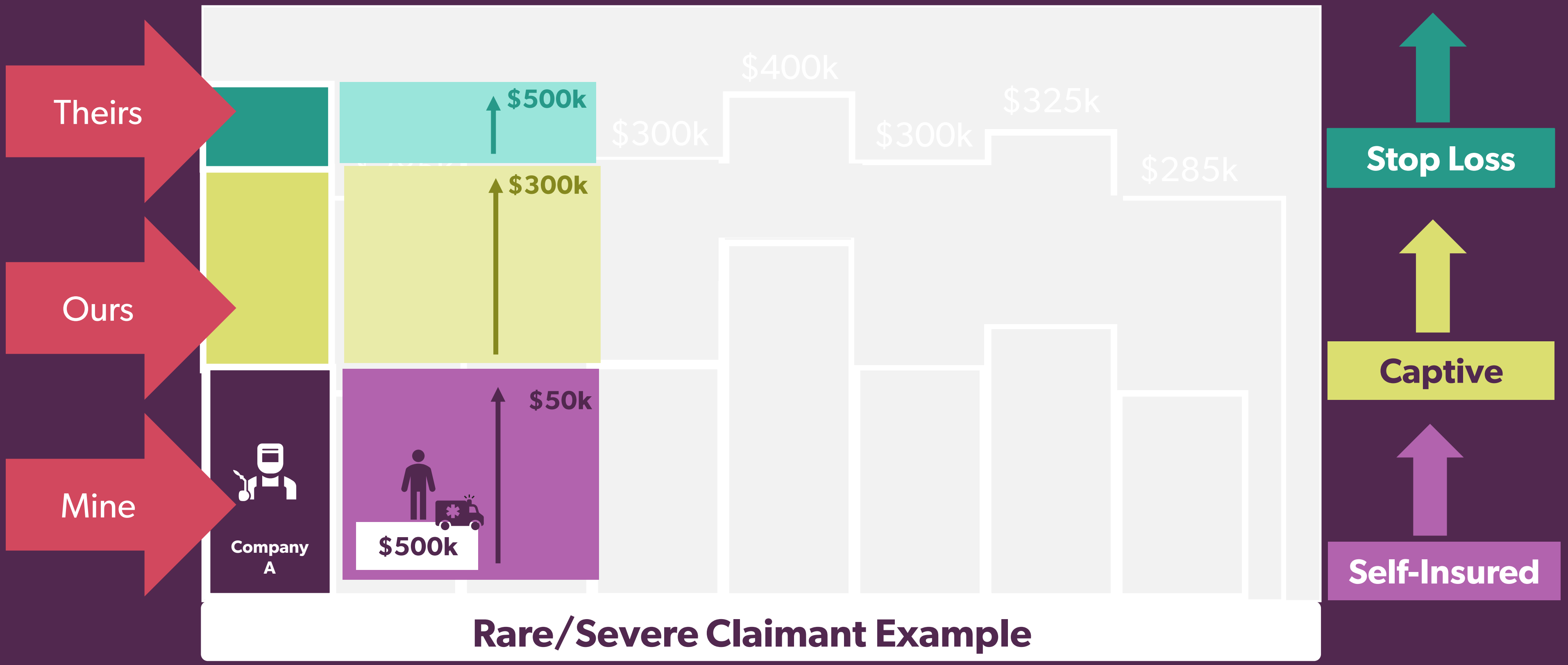
2% of population

Captive Paid

98% of population

Employer Paid

Stability with Large Claims



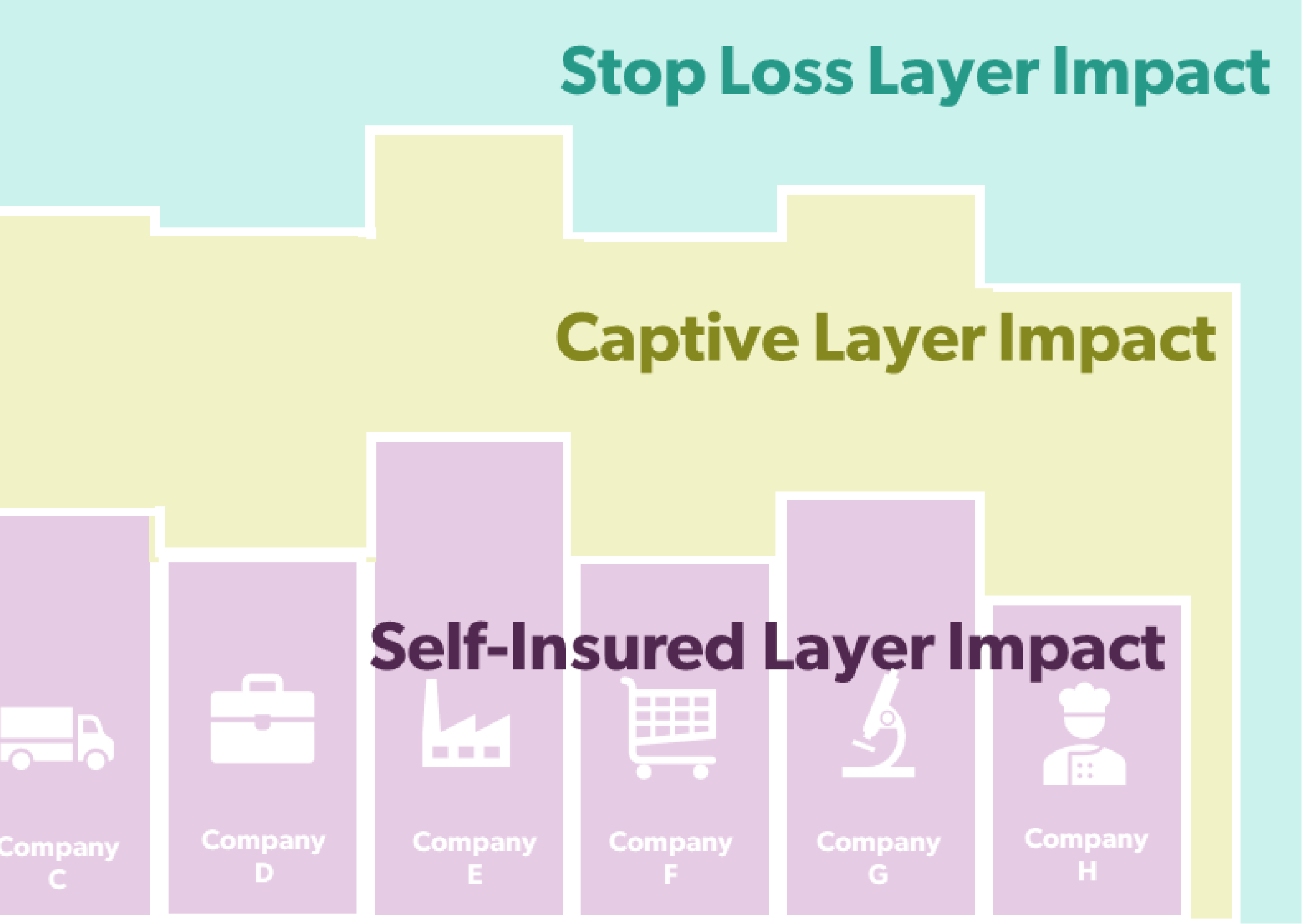
Insights, Control, Stability

Insight — **Data**
Information that's ingestible & actionable

Control — **Clinical Support & Strategy**
Control to impact your spend

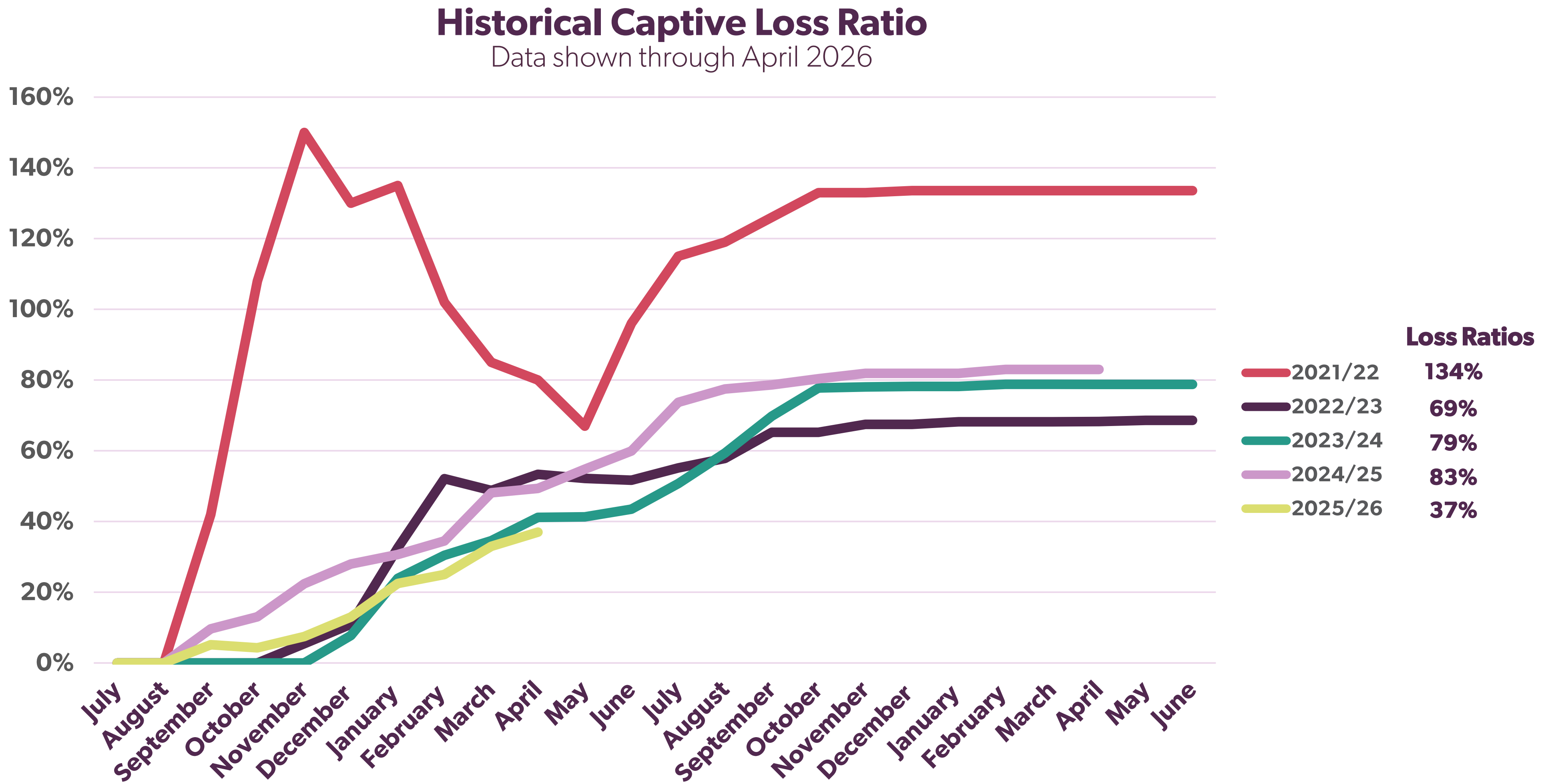
Stability — **Membership Alliance**
Stability with engagement & accountability

How to Impact Spend

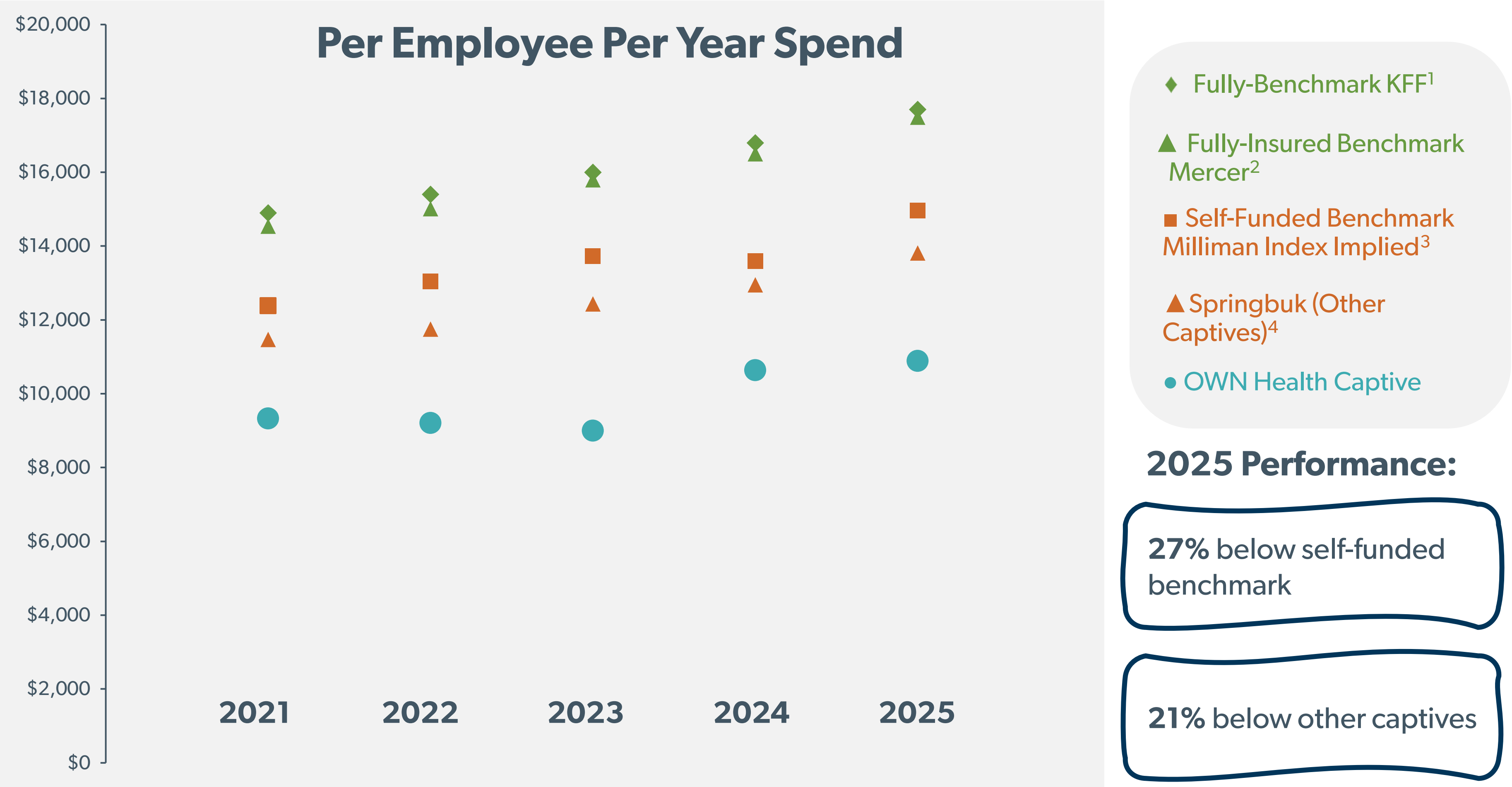


- **High-Cost Collaboration**
- **Cancer + Select High-Cost Claimant Care**
- **Musculoskeletal**
- **Specialty Pharmacy**
- **Chronic Kidney Disease**
- **Targeted Medical Condition Management**
  Diabetes | Cardiometabolic | Obesity | Mental Health
- **Other Individual Considerations**
  Advanced Primary Care | Care Navigation | Employee Wellness | Organizational Wellness

OWN Health Captive Loss Ratio



OWN Health Members Spend Less



2025 Performance:

27% below self-funded benchmark

21% below other captives

INNOVATIVE CAPTIVE STRATEGIES

1 Kaiser Family Foundation https://www.kff.org
2 Mercer https://www.mercer.com/en-us/
3 Milliman https://us.milliman.com/en
4 Springbuk https://www.springbuk.com

Multi-Year Performance Highlights

Stop Loss Layer Results

98%
Average Member Retention

9.2%
Average Premium Increase

11%
% of Stop Loss Premium Return

Compared to 18% traditional market

Ours

CAPTIVE PROFIT

Captive Layer Results

$93K
Average Captive Profit Distribution

78%
Of Members Received Captive Profit

83%
Average Captive Layer Loss Ratio

Mine

AVERAGE CLAIMS SAVINGS

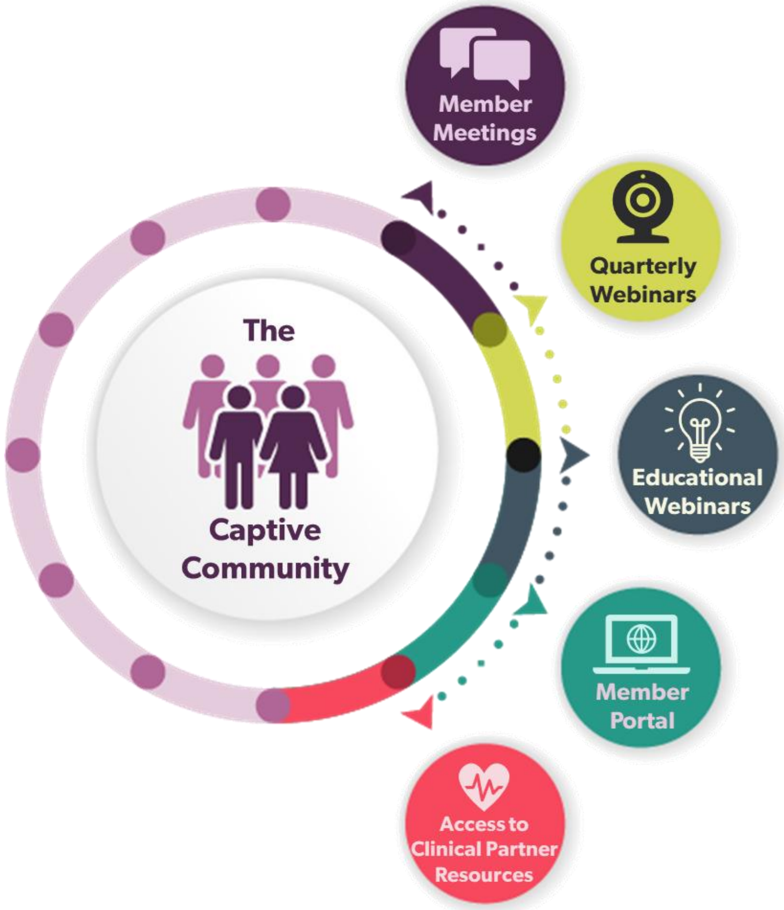
Self-Insured Layer Results

$1,404
Per Employee Per Year

74%
Of Companies Ran Under Expected

89%
Avg Loss Ratio to Expected

The OWN Health Difference



Next Steps

In the near future!

Captive Education
Educate all decision makers & get a game plan

3-6 Months Pre-Renewal

Looking at the Numbers
Understand your long-term strategy

3-6 Months Pre-Renewal

Speak with Members
Gain insight into life in OWN Health

60-90 Days Pre-Renewal

Decision to Join
WELCOME!

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Do Business Boldly

INNOVATIVE CAPTIVE STRATEGIES