

PRESS RELEASE

Liberty Insurance recognised as a "Great Place to Work" for its new digital working model

- *This is the first time that Liberty has been recognised simultaneously in all of markets in which it operates in Europe: Spain, Portugal, Ireland and Northern Ireland.*
 - *The new digital structure, based on model mandated by employees, was implemented in March 2021.*
 - **Juan Miguel Estallo, CEO for Liberty Insurance, Ireland comment:** *“For Liberty this is a very important milestone that highlights the importance of involving employees in strategic decision making and building a culture of trust and flexibility.”*
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Dublin, 29 September. Thanks to the recent launch of its new digital remote-working model, Liberty Insurance has, for the first time, been recognised simultaneously in the four European markets in which it operates as one of the best companies to work by Great Place To Work, the leading consultancy firm in identifying and certifying the best workplaces worldwide.

The insurer, which employs over 400 people across its Irish operations in Dublin, Cavan and Fermanagh, has achieved this milestone in the four markets in which it operates in Europe – Spain, Portugal, Ireland and Northern Ireland. The certification comes after Liberty worked with its 2,000 employees across Europe to develop and implement a new work model aligned with the company's global strategy of becoming a 100% cloud-based company. Through surveys and active listening, employees made it clear that they did not want to return to the company's previous face-to-face working model.

The ‘Liberty Digital Way’, its permanent remote-working model, means that all staff, including its senior leadership team, work primarily remotely, with the option of spending up to 2 days per week in the office, once it is safe to do so, to carry out specific activities or hold face-to-face meetings. It is based on a culture of trust, freedom and flexibility and gives employees the freedom to live anywhere and work anywhere within Ireland and more than 99% of the workforce have backed it since it launched.

As Juan Miguel Estallo, CEO of Liberty Insurance, Ireland explained,

“We are proud to obtain this recognition, in Ireland and across our European business, as it demonstrates the importance of encouraging active listening and continuous dialogue with and among employees when it comes to making strategic decisions, such as the implementation of the Liberty Digital Way”.

“Achieving this certification is the result of months of work in collaboration with employees whose main objective was to satisfy and respond to their needs for emotional well-being and professional development in our company”.

Liberty operates its Global Retail Markets business in Europe through Liberty Seguros, headquartered in Madrid, Spain, with branches in Portugal, Ireland and Northern Ireland. The digital working model strengthens this Multi Country Model (MCM), with one Executive Team, corporate functions and business units operating the whole region, instead of having one organisation per market.

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For more information, please contact:

- **Paddy O’Dea, 360:** paddy@weare360.ie / 086 357 3365
- **Gerard O’Shea, 360:** gerard@weare360.ie / 087 413 7471
- **Macdara Ó’Móráin, 360:** macdara@weare360.ie / 086 087 3387

Notes to the editor

About Liberty Insurance

Liberty Insurance provides car and home insurance to the Irish consumer market. Liberty Insurance is part of the Liberty Mutual Insurance Group.

About Liberty Mutual Insurance

At Liberty Mutual, we believe progress happens when people feel secure. By providing protection for the unexpected and delivering it with care, we help people embrace today and confidently pursue tomorrow.

In business since 1912, and headquartered in Boston, today we are the sixth largest global property and casualty insurer based on 2020 gross written premium. We also rank 71 on the Fortune 100 list of largest corporations in the U.S. based on 2020 revenue. As of December 31, 2020, we had \$43.8 billion in annual consolidated revenue.

We employ over 45,000 people in 29 countries and economies around the world. We offer a wide range of insurance products and services, including personal automobile, homeowners, specialty lines, reinsurance, commercial multiple-peril, workers compensation, commercial automobile, general liability, surety, and commercial property.

For more information, visit www.libertymutualinsurance.com.

Great Place to Work

This award annually certifies the best international employers and is one of the most prestigious in the field of people management in organisations. The certification process is awarded on the basis of the opinion and assessment made by the workers themselves on different aspects of the company, measuring confidence and the ability to attract and retain talent.

To do this, the consultancy firm uses a diagnostic tool called Trust Index, a questionnaire that contains 60 statements and determines the level of trust that employees have in the organisation; to do this, each employee who responds analyses three types of relationships: with their managers/company, with other employees and with their own work.