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G Cloud 15

Hapi Employee Benefits Platform

January 2026



Introducing Hapi

Hapi – cloud based employee engagement platform

- Market leading, fully customisable employee experience platform
- Platform of choice for over 200 organisations in the UK, reaching over one million employees
- Enables HR and Communications teams to streamline processes, connect their employees and effectively communicate their employee deal
- Flexible and easy-to-use, Hapi allows businesses to take a holistic view of their benefits and wellbeing offering
- Combines all aspects of wellbeing with the benefits, communication and engagement tools needed to create an environment for employees to thrive and succeed

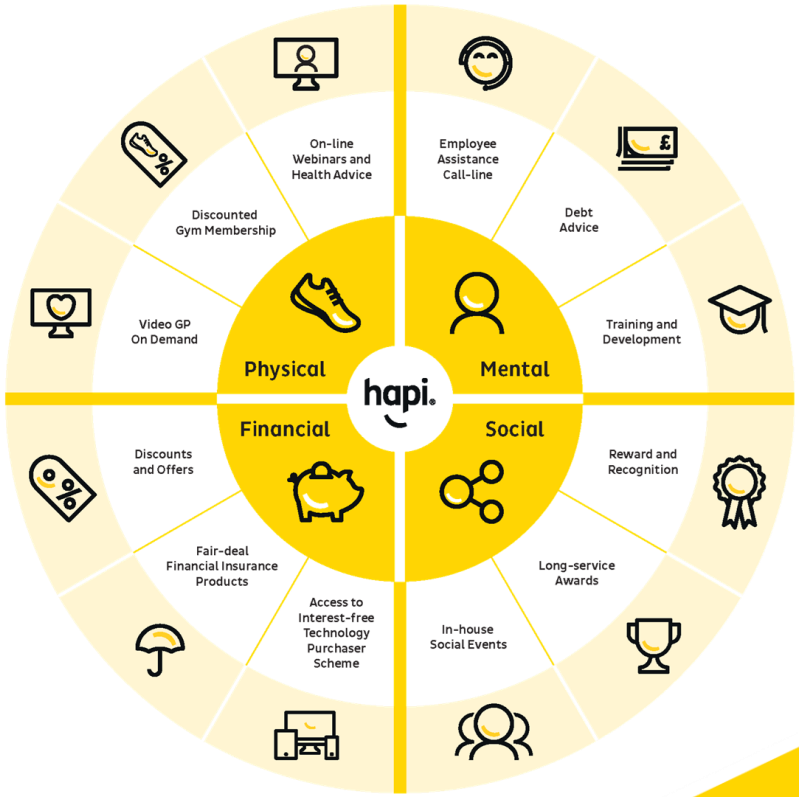


Flexibility as standard

- Hapi is tailored and configured to meet the individual needs of any organisation
- Customised branding
- Ability to select the benefits and service required
- Network of approved suppliers that supplement our built-in functionality with best in class solutions to ensure employers have the tools available to meet any wellbeing, engagement and retention challenges
- Our team of expert consultants to work with client organisations to align their offering with their rewards strategy and overarching goals and objectives

The Hapi app

- Enables reward, benefits and wellbeing offerings to be accessed by employees anytime, anywhere
- Accessed via native App (IOS and Android) and Desktop PC
- Designed specifically for people who do not have regular access to a computer
- Simple and easy-to-use, connecting employers with their workforce
- Market leading technology and high levels of data security in built
- Supports single sign on and APIs
- A hub for all employee services:
  - Benefits – new and existing
  - Wellbeing
  - Reward & Recognition
  - Employee Communications



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HAPI – configurable and customisable

Branded App and Platform

Your Imagery & text

Configurable tile structure, grouping and naming







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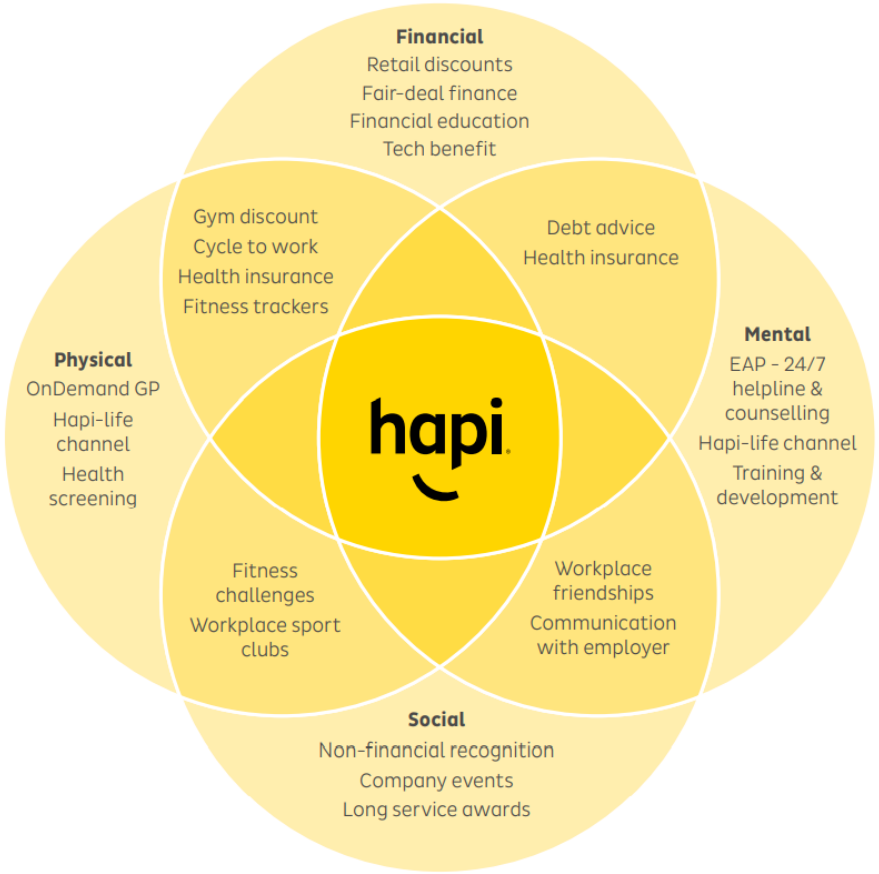
Services

HAPI – one hub for all benefits, **current** and future



Hapi will be configured the reflect each client organisations current benefits. We can improve benefit management & processing and digitise existing paper-based processes

These benefits provided can include:

- Discounts
- Salary Sacrifice – cycle to work, technology, green car, holiday savings, car maintenance, schemes, holiday trading
- Transform – fitness App
- Salary advance
- Recognition – peer to peer, long service etc
- Employee Assistance Programme
- Virtual GP
- Pensions
- Health Assessments
- Eye Test
- Insured benefits –ie Private Medical Insurance

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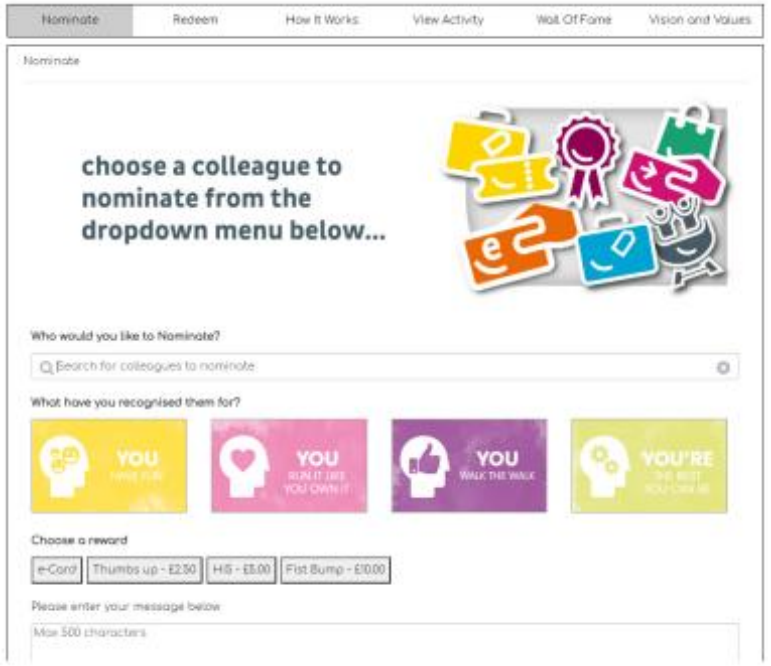
Benefits

Reward and recognition

- Hapi enables businesses to engage, reward and recognize every person as an individual
- Value limits can be set for awards by employee group, budget, seniority, department or role
- Simple effective approval process so employers can see who is being rewarded, when and why Functionality for employees to send financial and non-financial rewards to each other
- Wall of fame where employees can see awards received
- Long service awards
- Seamless back end of Hapi allows HR teams to monitor and analyse exactly what drives engagement for their people



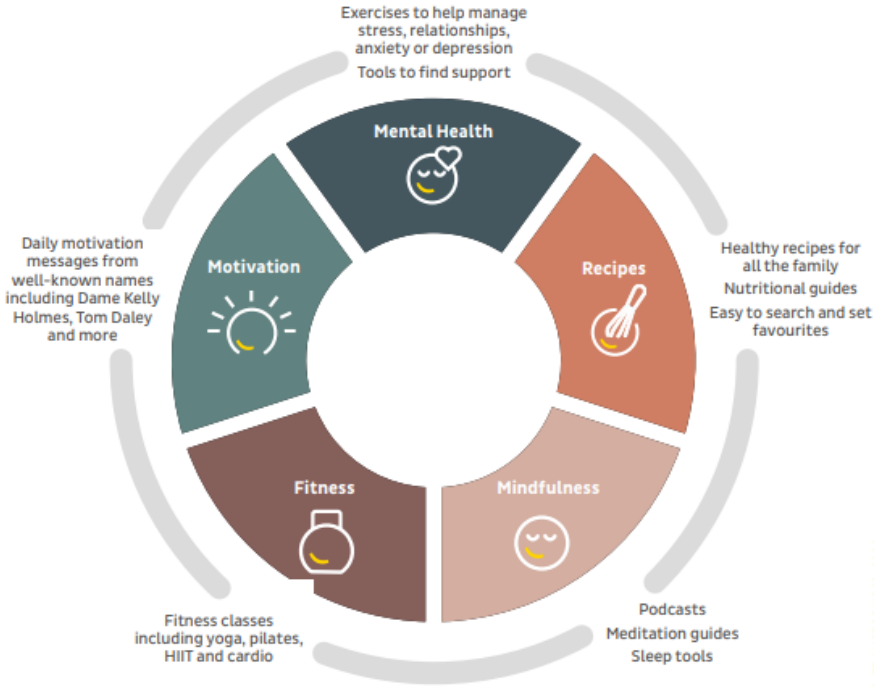
Wellbeing

- Hapi provides a range of products and services to support the physical, financial, mental and social needs of workers – wherever and whenever they need it most
- Some of which include:
  - On Demand GP service
  - Employee assistance programme
  - Cycle to work incentives and other salary sacrifice scheme Financial education / advice services
  - Financial wellbeing products (cash plans)
  - Reward and recognition programmes
  - Insurance products – Private Medical,Dental Insurance etc
  - Mental Health support Apps and servcies



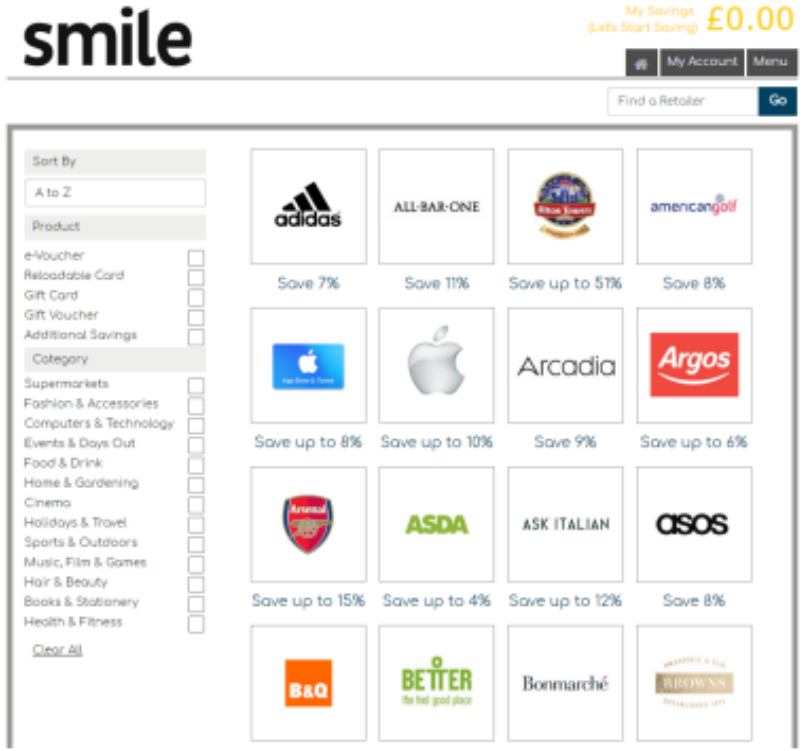
Wellbeing - Transform

- Double Olympic champion, mental health advocate and Personal Group's Chief Wellbeing Ambassador, Dame Kelly Holmes MBE has helped develop the content on TransformTM. Designed to support people's physical and mental wellness, it is a complete wellbeing solution which revolutionises how organisations support their staff, inspiring them to succeed in work and in life.
- TransformTM powered by TruConnect and delivered by Hapi, delivers a complete wellbeing solution - with hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.
- Bringing your Wellbeing Strategy to life
- Drives high employee engagement and helps build community
- Provides data-driven insights from anonymised data – supports your decision making processes



Employee Savings

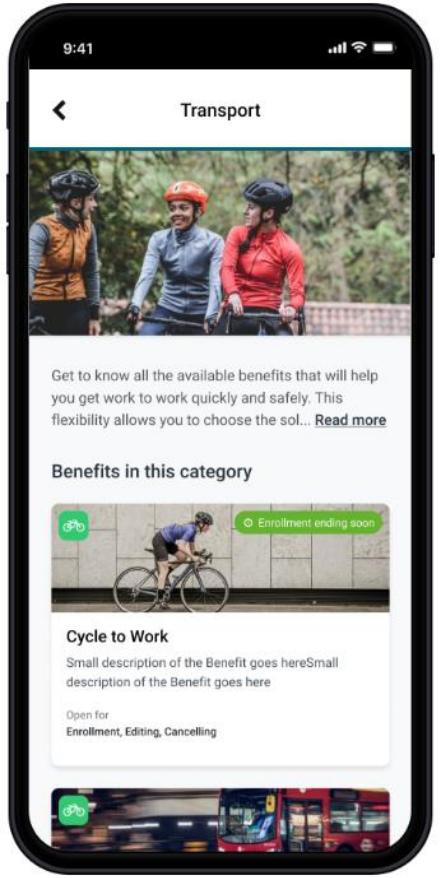
- Hapi provides access to hundreds of discounts ranging from groceries, fashion, travel, days out and holidays
- Discount schemes with high street and online stores at reduced rates offering corporate voucher schemes with Curry's / PC World, Asda, Tesco, Sainsbury's, Morrisons, John Lewis, Argos, B&Q and many more
- Partnerships with the biggest cinema chains providing large discounts off standard cinema prices
- Digital gifts cards / e-vouchers are instant and can be accessed while on the go through the app
- Reloadable gifts cards that can be topped up at a discounted rate for future use



Salary Sacrifice and Net deduction schemes

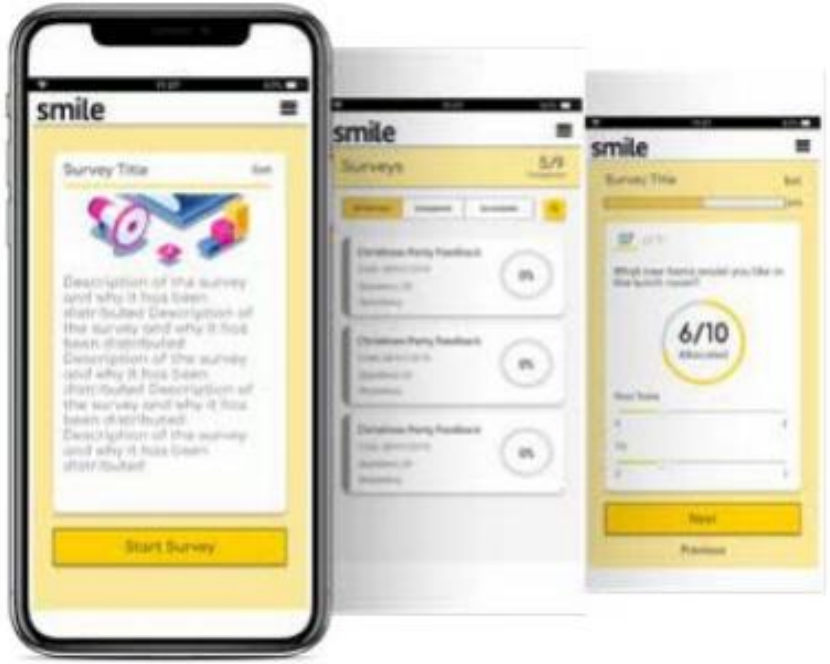
Hapi provides access to a range of salary sacrifice and net salary deduction schemes, . These include for example:

- Technology and Mobile Phones – Lets Connect
- Cycle to work – Halfords and CycleSolutions
- Green car – Tusker and Arval
- Holiday saving – Inspire Travel
- Car Maintenance - Halfords
- Workplace ISA – Cushon
- Dental Insurance
- Private Medical
- Holiday Trading



Communications

- The Hapi in -app technology creates a digital connection between businesses and its employees
- Hapi can be used for push notifications, targeted content, staff surveys and more
- The platforms Content Management System allows HR and Communications teams to upload the content they need people to see
- Hapi seamlessly links to other systems including Learning Management Systems, bespoke HR software, training systems and even rota management systems



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Technical Specification

Leading the way

Hapi is built on world leading technologies and based around three basic principles:

- Ease of use
- App first
- Security

We partner with two technology companies – Outsystems and Braze- enabling us to drive multi-channel messaging and provide faster, market leading app developments



- Hapi integrates with a range of leading software including: Sage
- Microsoft
- Google
- SAP
- Oracle

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Return on Investment

Real insights in real time

The HR hub within Hapi allows business to monitor their return on investment and ensure employees are maxmising their benefits all in one place

Through the hub organisations can:

- Quickly and easily customise the app and platform
- Develop and distribute employee communications
- Monitor real-time usage and engagement
- View overall spend, savings and the most popular benefits
- Access a promotions area where custom branded marketing materials can be used to help drive engagement
- Approve employee benefits and requests

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About Personal Group

Personal Group

- A leading provider of employee engagement and wellbeing solutions
- 40 years experience protecting the working backbone of the UK through financial protection products
- Have experience across a wide range of sectors from retail and logistics, to healthcare, transport and food manufacturing
- Some of our clients include Royal Mail, University of York, DHL, Stagecoach, Sage, Randstad, Wincanton, Euro Car Parts, OCS and ScotRail
- AIM listed since 2000
- Headquartered in Milton Keynes
- Partner with charities such as the Memusi Foundation and to help raise millions in funds for those in need
- Brought Innecto – one of the UK's leading independent reward consultancies – into the Personal Group family in 2019