



Message from Douglas Fay, President of Globex International Group

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Good day and Happy New Year to you all.

The past 24 months have seen an unprecedented time in history; a “big pause” was experienced in many industries; for others, there wasn’t sufficient resources or time to manage day to day operations.

Like many companies worldwide, the years 2020 and 2021 provided Globex with the opportunity to take a pause, to reflect, to reconfirm our value-added services and to internally refocus our execution plans for 2021 and now 2022.

Over the past 2 years, Globex has become increasingly aware of how a strong organizational culture aids in times of crisis. The pandemic lent urgency to these efforts with the implementation of our “Work from Anywhere” policy, which allowed employees a unique model to balance their work and home life. The traditional 9-5 office schedule no longer exists. We have continued to invest in the stability of our core team at all levels, as well as expanded our staff numbers by 50 percent, to support our commitments to you. The result: a highly talented resource pool enabling our clients’ international success 24/7.

In addition, we continued expanding our global footprint by establishing local representation in Argentina and Democratic Republic of Congo (DRC) for our Globex Underwriting Services division.

To complement our global multinational service efforts, we welcomed our first Indian domiciled Partner Market. Existing Globex operations in mainland China continue to grow, and we expect the demand for similar services in India to grow as well. The world's two most populated countries are China and India (36%). Africa is the second most populated continent with 17% of the world's population.

Globex also invested our efforts into:

- Enhancing our current proprietary online platform: Globex World, which houses and manages all client submissions, facilitating the program administration;
- Developing and improving Globex Insight, a Proprietary Online Database with Marine as the first line of coverage introduced, available through annual subscription to not only Globex clients, but to all our business associates;
- Developing two new technology platforms for interactions between Globex and our Partner Brokers to be rolled out over the course of 2022.
- Continuing to hire and integrate the best and the brightest from university risk management programs with nationalities from five continents.
- Bespoke and comprehensive certifiable Professional Development sessions, available to

all Globex Employees, in order to build on our international expertise and knowledge of multinational programs.

All in all, a successful year for Globex and our Partners.

At the end of 2021, the world re-emerged from a year+ of lockdowns and physical distancing. It seems that not only us, but folks around the world relearned to appreciate home. Many of our partners benefitted from a very big adjustment and expansion of employer sponsored benefits for this newly evolved home-based workforce; and some from the significant increase in home purchases in foreign locations. As business and society sought to move forward and reimagine what's next, many are only now re-evaluating their operating models, investigating new technologies and attempting to grow. Entering 2022 Globex finds itself a leader in this space.

Please join me in the anticipation of a new year, one filled with purpose and momentum; let us put the wheels in motion for a reset - let us move from "pause" to "play," and together grow.

Sincerely,
Douglas Fay
President of Globex International Group
