

# Agenda

## Personalise your agenda

Choose your sessions: Select one option in each time block.  
N.B. some sessions are invitation-only.

Select at least one time block to explore the curated exhibition of 100 providers, where you can discover what's new and make valuable connections with potential strategic partners.

08.15 – 09.10

Registration, networking breakfast and visit the exhibition

## Breakfast sessions

08.25 – 08.50

Demo

Ready in weeks. Valued from day one: Automating and personalising benefits with technology

Hosted by: **Zest / Epassi**

08.25 – 09.10

Workshop

Taking control of healthcare spend for the long-term: Transitioning to a healthcare trust to rebalance cost, risk and value.

Hosted by:

*Ian Talbot, CEO, **Healix Health***

*Sarah Taylor, Director of Corporate Healthcare Proposition, **Healix Health***

08.25 – 09.10

Workshop

Building the right mindset, capability and culture to embrace tech and AI and drive change and innovation

Hosted by:

*Alex with Sonya Poonian, AI Transformation Director – Workforce and Employee Experience, **Gallagher***

*Nicole Eves, Client Engagement Lead – Digital Workplace and AI Transformation, **Gallagher***

08.25 – 09.10

**REBA Multinational Lounge in association with Howden**

New for 2026 ... Kickstart your REBA Congress experience with the multinational benefits breakfast in the Multinational Lounge - an exclusive, bookable breakfast session designed for senior reward and benefits leaders with multinational responsibility. Start your day in a facilitated networking session connecting professionals who understand the complexity of managing Multinational benefits. With four dedicated networking zones covering Europe, APAC, the Middle East & Africa, and the Americas, you'll have the opportunity to dive straight into the regional challenges that matter most to you. Join our multinational lounge hosts who include:

**Europe networking zone**

*Doreen Bos, Senior Manager Benefits, Recognition & Wellbeing, **EPDM**,*

***The Kraft Heinz Company***

*Matthias Hembold, VP Global Risk Benefits, Health & Wellbeing, **DHL***

*Lianne Frost, Benefits Director, **Warner Music***

**APAC networking zone**

*Sandra Cooney, VP Global Benefits, **Take-Two International***

*Rozina Joseph, Senior Director Global Benefits, **Comcast Corporation***

**Middle East & Africa networking zone**

*Karen Sancto, Global Wellbeing Benefits Manager, **Microsoft***

*Debs Holland, Head of Compensation and Benefits, **HFW***

**Americas networking zone**

*Lisa Boardman, Reward Manager, **Edrington***

*Fabio Mazetti, Global Senior Benefits Manager, **Philip Morris International***

## Main agenda

### Opening keynote 1

Enterprise Hall (Lower level)

09.15 – 10.05

Welcome and introduction

*Jo Gallacher, Content Director, **REBA***

**The emerging health-tech landscape: separating science from snake oil (and what it means for employers)**

Join leading **technology broadcaster, journalist and author specialising in AI and health, Lara Lewington** to explore the emerging health-tech landscape – separating science-backed innovation from 'snake oil' solutions.

Lara will examine key consumer health trends, the future impact of health AI and the ethical, legal and trust issues around sensitive health data, while sharing practical levers to drive sustained employee behaviour change.

Join this game-changing session to understand how the upcoming healthcare revolution can help your workforce live healthier, better lives.

Moderator: *Jo Gallacher, Content Director, **REBA***



### Opening keynote 2

Partnership Forum (Upper level)

09.15 – 10.05

Welcome and introduction

*Debi O'Donovan, Co-Founder and Director, **REBA***

**Keynote executive interview: GSK's journey towards an AI-enabled global reward and benefits experience**

Join **GSK's Global Experience Owner – Performance and Reward, Joanne Rees**, and **Global Head of Employee Health and Wellbeing, Dr Amanda Bunten**, as they share their journey so far in rethinking global rewards and benefits through a more people-centred lens.

Drawing on employee insight and a vision to create a truly global experience for employees, they will discuss how they are working to reshape how reward and benefits are designed, delivered and experienced across the organisation and how AI can help unlock new possibilities. This session will offer an open and honest perspective on this evolving journey, exploring options and approaches that can help embed benefits into the everyday employee experience to better support health, wellbeing and positive behaviour change.

Moderator: *Debi O'Donovan, Co-Founder and Director, **REBA***

10.05

**Visit the exhibition and coffee break**

Explore the mix of established big-name suppliers and fresh new innovators covering the complete ecosystem.

10.40

**Topical breakout sessions**

Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.

Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Option 10
10.40-11.05 <b>Case Study</b> How AVEVA manages prevention at scale: What works (and what doesn't) in complex global organisations <i>Gethin Nadin, Chief Innovation Officer, Benifex</i> <i>Emma Govus, Global Health, Lifestyle and Wellbeing Director, AVEVA</i>	10.40-11.05 Pensions as a strategic lever: Turning workplace pensions into measurable business value <i>Steve Watson, Director of Policy &amp; Research, NatWest Cushion</i>	10.40-11.05 The ripple effect of pay transparency on reward decisions and equity <i>Sheila Attwood, Senior Content Manager, Data and HR Insights, Brightmine</i>	10.40-11.05 Whole-of-workforce health engagement: Redefining Organisational Health <i>David Walker, Chief Commercial Officer, Doctor Care Anywhere</i>	10.40-11.05 Proving the value of prevention: Practical steps to measure success <i>Dr Rishi Patel, Clinical Operations Director, Vitality</i>	10.40-11.05 <b>Case Study</b> The power of proactive work-life supports: Measuring the positive business impact of family care at Clifford Chance <i>Jennifer Liston-Smith, Strategic Advisor, Bright Horizons</i> <b>Work + Family Solutions</b> <i>Anna Cotgreave, Head of Reward &amp; Benefits UK, Clifford Chance</i>	10.40-11.05 <b>Demo</b> Whole of workforce health: Exploring solutions and approaches that can help more employees get access to private diagnostics and treatment using Equipisme <i>Hosted by: Gavin Shay, Co-founder and Distribution Director, Equipisme</i>	10.40-11.05 <b>Demo</b> Details tbc <i>Hosted by PwC</i>	10.40 – 11.25 <b>Workshop</b> From runaway costs to clear pathways - building your AI-first preventative health plan <i>Hosted by: Sebastian Fallert, Co-Founder and CEO, Ben</i>	10.40-11.05 Visit exhibition

Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Option 10
11.15- 11.55 <b>Masterclass</b> The blueprint for driving great outcomes from your benefits spend – strategy, governance and data <i>Matthew Gregson, Executive Director, Howden Employee Benefits</i>	11.15- 12.00 <b>Panel</b> Health and wealth: How working-life health is shaping retirement outcomes <i>Moderator: Jo Gallacher, Content Director, REBA</i> <i>Samantha Lucas, Pensions and Benefits Manager, Currys</i> <i>Mo Harhara, Head of Pensions, Skanska</i> <i>Dr Suba M, Medical Director, Aviva</i> <i>Laura Stewart-Smith, Head of Pension Engagement, Aviva</i>	11.15- 12.00 <b>Pay Spotlight:</b> The transparency trade-off. A series of three 10-minute talks from leading experts providing insights and latest thinking. 1: Are pay structures dead? <i>Justine Wolfe, Director of Consulting, Innecto</i> Details for Spotlights 2 and 3 to follow. Followed by Q&A	11.15- 11.55 <b>Masterclass</b> Five to Thrive: Tackling People Risk in 2026 <i>David Bourne, Market Development Leader, Marsh</i>	11.15- 12.00 <b>Panel</b> Global benefits transformation: Rethinking strategies to keep pace with change <i>Moderator: Debi O'Donovan, Co-Founder and Director, REBA</i> <i>Mark Ramsook, Managing Director, Howden Global</i> Plus employers speakers TBC	11.15 – 11.55 <b>Masterclass</b> From silos to synergy – building integrated workplace wellbeing and prevention programmes <i>Francesca Bennett, Corporate Development Manager, AXA Health</i> <i>Samantha Chandler, Head of Actionable Insights, AXA Health</i>	11.15 – 11.40 <b>Demo</b> How Benifex technology fixes the fundamentals before AI scales them <i>Hosted by: James Brace, Enterprise Account Director, Benifex</i>	11.15 – 11.40 <b>Demo</b> Live look Inside the Peppy app: The future of preventative women's health at work <i>Hosted by: Dr. Mridula Pore, CEO &amp; Co-Founder, Peppy</i>	Workshop continues until 11.25	11.15 – 12.00 Visit exhibition

11.55

### Visit the exhibition

Grab this opportunity to get to know the benefits offerings available to your organisation. Explore the curated exhibition of established big-name suppliers and fresh new innovators – the whole benefits ecosystem is here for you to discover!

12.20

### Topical breakout sessions

Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.

Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Option 10
12.20 – 12.45 <b>From strategy to activation: Data &amp; AI driven reward, benefits and wellbeing</b> <i>Guy Clarkson, Head of Online, Aon</i> <i>David Kirk, Growth Leader, Technology, Aon</i>	12.20 – 12.45 <b>Why aligning retirement support with broader financial wellbeing has never been more important</b> <i>Fred Hopkins, Head of Business Development – Retirement and Financial Wellbeing, WEALTH at work</i>	12.20 – 12.45 <b>Harnessing the power of strategic recognition to prevent people risk, drive resilience and support organisational goals</b> <i>Clare Moncrieff, Senior Principal Consultant, Workhuman</i>	12.20 – 12.45 <b>Case study</b> <b>Fireside chat with British Airways - Burning out, walking out: The adult caregiving crisis hitting your frontline</b> <i>Stephanie Leung, Founder and CEO, KareHero</i> <i>Simon Barker, Senior People and Training Leader &amp; Chair of Carers and Parents Empowered Network, British Airways</i>	12.20 – 12.45 <b>The Prevention Gap: Why workforce health investment isn't delivering – and how early diagnosis can change it</b> <i>Rachel Ellen Wall, Head of Product Innovation, Vista Health</i> <i>Dr Reem Hasan, Chief Medical Officer, Vista Health</i>	12.20 – 12.45 <b>Simplifying global benefits management: Practical routes from local to global</b> <i>Iain Laws, CEO - Health &amp; Benefits, Everywhen</i>	12.20 – 12.45 <b>Demo</b> <b>Details to follow</b> <i>Hosted by Marsh</i>	12.20 – 12.45 <b>Demo</b> <b>Built in, not bolted on: How global enterprises are winning back time with AI</b> <i>Hosted by Sebastian Fallert, Co-Founder and CEO, Ben</i>	12.20 – 13.05 <b>Workshop</b> <b>The bleeding edge of benefits management – what's working now and what needs to come next</b> <i>Matthew Gregson, Executive Director, Howden Employee Benefits</i>	12.20 – 12.45 <b>Visit exhibition</b>

12.45

### Networking lunch and visit exhibition

14.00

### Topical breakout sessions

Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.

Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Option 10
14.00 – 14.25 <b>Case study</b> <b>Accelerating the global benefits function into a strategic and governed programme at ServiceNow</b> <i>Chris Bruce, Founder, Origin Benefits</i> <i>Germaine Eccles, Director, EMEA &amp; APJ Benefits, ServiceNow</i>	14.00 – 14.25 <b>Financial wellbeing isn't enough. Behaviour change builds resilience</b> <i>Darren Laverty, Financial Wellbeing Strategist and Partner, SecondSight (part of Foster Denovo)</i>	14.00 – 14.25 <b>Details to be confirmed</b> <i>Speaker from Isio</i>	14.00 – 14.25 <b>Beyond diagnosis and labels: Designing workplaces where neurodiversity thrives</b> <i>David Mushati, Chief Clinical Officer, Healios / Melios</i>	14.00 – 14.25 <b>Predict. Act. Impact - How early action on mental health data can reduce risk, improve employee performance and deliver measurable business ROI</b> <i>Shamira Graham, Chief Commercial Officer &amp; Principal CBT Therapist, Onebright</i>	14.00 – 14.25 <b>Details to be confirmed</b> <i>Dr Suba M, Medical Director, Aviva</i>	14.00 – 14.25 <b>Demo</b> <b>Connecting tomorrow's employee benefits and total rewards technology with the workforce today</b> <b>Watch this space for exciting platform updates coming soon</b> <i>Hosted by: David Kirk, Growth Leader, Technology, Aon</i>	14.00 – 14.25 <b>Demo</b> <b>Reward. Protect. Engage. Closing the protection gap in practice</b> <i>Hosted by: Arianne Ridell, Chief Client Officer, Personal Group</i>	14.00 – 14.45 <b>Workshop</b> <b>From fragmented benefits to connected care: leveraging AI and digital tools to deliver meaningful global women's and family health support</b> <i>Carolina Garcia, Regional Vice President of Sales, Maven Clinic</i> <i>Lucy Ringhofer, Senior Client Success Manager, Maven Clinic</i>	14.00 – 14.25 <b>Visit exhibition</b>

Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Option 10
14.35 – 15.00 <b>Case study</b> Inclusive by design - How Sodexo is engaging a highly diverse workforce at scale <i>Emily Gillmore, Consulting Leader, Gallagher</i> <i>Helen Foster, Total Rewards Director, Sodexo</i>	14.35 – 15.00 <b>Beyond one size fits all: Building financial inclusion into your employee wellbeing strategy</b> <i>Ollie Le Farge, Corporate Client Manager, Hymans Robertson</i> <b>Personal Wealth</b>	14.35 – 15.00 <b>Case study</b> Tackling the global resilience gap: How to navigate mental energy and human value in the age of AI <i>Gemma Jones, Client Sales Director, Wellhub</i> <i>Case study tbc</i>	14.35 – 15.00 <b>Case study</b> Driving global workforce sustainability with Ferring Pharmaceuticals: Leveraging family-building and hormonal health support as strategic levers <i>Sandy Christiansen, Sr. Manager, Global Clinical Ops (EMEA), Carrot</i> <i>Julia Hoover, Global SVP Reproductive Medicine, Ferring Pharmaceuticals</i>	14.35 – 15.00 What gets measured gets managed: inside the UK FinWell Index <i>Emily Trant, Chief Impact Officer, Stream</i>	14.35 – 15.00 Resilience by design: building workplaces that thrive through change <i>Meqele Bleasdille, Strategy and Engagement Consultant, TELUS Health</i>	14.35 – 15.00 <b>Demo</b> What's Next for Benefits Tech? See Euphoric's Biggest Update Yet, Unveiled at REBA <i>Hosted by: Max Landry, Co-founder and CEO, Euphoric</i>	14.35 – 15.00 <b>Demo</b> The tools needed to drive a strategic approach to benefits management <i>Hosted by: Matthew Gregson, Executive Director, Howden</i> <b>Employee Benefits</b>	Workshop continues until 14.45	14.35 – 15.00 Visit exhibition

Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Option 10
15.10 – 15.35 Living well: The power of lifestyle medicine in the workplace <i>Dr Rebecca Mansfield, Unum Medical Advisor and NHS GP</i>	15.10 – 15.35 <b>Case study</b> From insight to impact: how Church of England are building financial resilience through better pension communication <i>Jeremy Petty, Director, like minds</i> <i>Joel Ryan, Assistant Policy Manager, Church of England Pensions Board</i>	15.10 – 15.35 Visit exhibition	15.10 – 15.35 The prevention advantage: Stop paying for sickness, start preventing it <i>Adrian Matthews, Deputy CEO, MetLife</i> <i>Kate Whitelock, Propositions Director, YuLife</i>	15.10 – 15.35 Visit exhibition	15.10 – 15.35 Global MSK support before absence: The rise of AI care <i>Derek Salmond, UK Director, Sword Health</i> <i>Dr Megan Hill, Clinical Specialist Director and Physiotherapist, Sword Health</i> <i>Employer case study tbc</i>	15.10 – 15.35 <b>Demo</b> Origin's enterprise benefits intelligence – giving you the infrastructure to lead <i>Chris Bruce, Founder, Origin Benefits</i>	15.10 – 15.35 <b>Demo</b> From pressure to performance: Building a psychologically safe, high-performing workforce <i>Laura Moniz de Aragao, Chief Client Officer, Unmind</i>	15.10 – 15.55 <b>Workshop</b> Before you scale AI, fix the foundations: What AI will expose in your global benefits strategy <i>Gethin Nadin, Chief Innovation Officer, Benifex</i> <i>Patrick O'Flaherty, Business Development Manager, Benifex</i>	15.10 – 15.35 Visit exhibition

## 15.35 – 16.00

### Visit the exhibition and afternoon tea

Get to know the benefits offerings available to your organisation. Explore the curated exhibition of established big-name suppliers and fresh new innovators – the whole benefits ecosystem is here for you to discover!

Afternoon tea and cake will be served in the exhibition areas.



16.00 – 16.45

### Curated roundtable discussions:

A key highlight for delegates is the chance to come together in small groups to share key issues and common challenges. Select your topic from the below list and take part in an independently hosted, vendor free discussion.

1. Benefits technology – challenges and opportunities
2. Global benefits design, management and implementation
3. Mental health and resilience for 2026 and beyond
4. Pay equity and transparency
5. Pensions reform and impact on wider financial wellbeing
6. Preventative health benefits
7. Strategies to manage and control rising healthcare costs

### Meet the case studies roundtable discussions

Gain insights from a carefully curated case study table host who will kick off with a 5–10 minute case study - setting out strategy, progress and key lessons - followed by an interactive group table discussion focused on shared challenges, practical solutions and real-world insights. Connect, challenge and exchange ideas with peers tackling the same issues.

The 3 x case study topics will focus on:

#### Implementing a benefits platform

Case study hosts:  
*Reiko Kubota, Head of Global Benefits, Fidelity International*  
*Lisa Boardman, Reward Manager, Edrington*

#### Defining and creating global minimum standards

Case study hosts:  
*Fabio Mazetti, Global Senior Benefits Manager, Philip Morris International*  
*Charlotte Frost, Head of Culture & Employee Experience, Schroders*

#### Managing rising healthcare costs

Case study hosts:  
*Richard Caddis, Chief Medical Officer, Rolls Royce*  
*Sarah Nightingale, Employee Benefits Manager, EMEA, Meta*  
*Marrissa Arnold, Head of Group Reward Operations, Kingfisher*

New for  
2026

### Visit the exhibition

Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking.

Learn about the latest products, services and solutions from a mix of established big-name suppliers to fresh new innovators.

16.50 – 17.30

### Closing keynote: On the sofa with... Richard E. Grant, Academy Award, BAFTA and Golden Globe nominated actor

Bringing warmth, wit, and wisdom that have captivated audiences for decades, internationally acclaimed actor, presenter and writer Richard E. Grant joins us for this year's much-anticipated REBA Congress closing keynote in conversation.

Since his breakout role in the cult classic *Withnail and I* in 1987, Richard has become a much-loved fixture on our screens, starring in projects ranging from *Doctor Who* to *Downton Abbey*, including *Game of Thrones*, *Star Wars: The Rise of Skywalker*, *Spice World*, and *Can You Ever Forgive Me?*, which earned him Academy Award, BAFTA, and Golden Globe nominations.

With honesty and humour, Richard will tell stories from his life, entwining tales from his extraordinary time in showbiz with uplifting reflections on love, loss and mental resilience - inspired by his late wife's challenge to find a pocketful of happiness in every day.

17.30 – 18.00

### Drinks reception: close the day with a relaxed drink and chat with peers and providers



## Supplier sourcing opportunity

Explore what's new in person, under one roof, in just one day

This curated exhibition offers you exclusive access to 100 providers in one day! Discover new services, find new suppliers, talk to existing contacts, benchmark services and more. There is a great range of suppliers keen to talk with you about your wellbeing benefits and health prevention strategy. Discover what's new in just a few hours. Break times will be busy with refreshments and networking with your peers, so you'll need to allow at least one time block to visit the exhibition!

### REBA Congress: the comprehensive solution ecosystem

#### FINANCIAL WELLBEING AND PENSIONS

									
									
									

#### BENEFITS PLATFORMS

		
		
		
		
		

#### PAY







#### EMPLOYEE BENEFITS

				
				
				
				

#### HEALTH & WELLBEING

									
									
									
									

#### INSURANCE & PROTECTION

				
				
				

#### CONSULTING & BROKING

			
			
			

Thanks to our exhibiting sponsors for supporting REBA with this event.