

# Empowered Together

## STEP INTO LIFE AT INTACT

At Intact, our people are the cornerstone of our success. As part of our Employee Promise, we provide unwavering support, abundant opportunities and performance-driven financial rewards to empower our employees to reach their personal and professional aspirations. Proudly recognized as Kincentric's Best Employer in the U.S. and North America, we foster an inclusive environment where every employee is valued and encouraged to thrive.

Intact's benefits are designed to support your real-life needs and priorities. Find out how to best care for yourself and your family with our benefits for your Financial Well-Being, Work-Life Balance, Mental Well-Being and Family Support.



### MORE THAN MEDICAL

#### 1 Core Benefits and More

Taking an active role in managing your health is key to securing quality care. Our medical, dental and vision plans provide comprehensive coverage. Additionally, we offer life, AD&D and disability insurance as well as voluntary and additional benefits to protect your health, family and way of life. Upon enrollment, new hires receive coverage from the date of hire.

### FINANCIAL WELL-BEING

#### 2 Savings Success

Through our 401(k) Savings Plan, we offer biweekly matching contributions and an annual contribution that collectively can reach 12% of your earned salary. Additionally, our flexible spending accounts, Education Assistance and other programs enable you to take steps to meet your financial goals.

#### 3 Debt-Free Futures

Paying off student debt? Our **Candidly** program with Vanguard helps you crush your student debt, find debt forgiveness programs and build a payment plan.

#### 4 Refer and Thrive

At Intact, we believe in the power of connections. Our employee referral program provides a reward of up to \$3,500 if you recommend a friend or colleague who successfully joins our dynamic team.

#### 5 Healthy Rewards

In exchange for completing a preventive care visit and online health assessment, all employees and spouses enrolled in an Intact medical plan can receive \$350 each (up to a maximum of \$700) toward your plan deductible.

### WORK-LIFE BALANCE

#### 6 Time Well Spent

What you accomplish with your time matters more than hours in the office. We are committed to creating a positive and supportive environment in which you perform your best. Our flexible work arrangement options and generous PTO plans help foster a healthy work-life balance.

#### 7 Making a Difference

At Intact, we value social responsibility. Through the Intact Charitable Trust, we support the generous nature of our employees through volunteer, leadership and philanthropic efforts. Through our Community Engagement Program, our local teams pursue hyperlocal partnerships with nonprofits to advance economic resiliency. In addition, The Trust advances education through a matching gift and college scholarship program.

### MENTAL WELL-BEING

#### 8 Mental Health Support

You and your family members can have 24/7 access to confidential counseling, support and community referrals through **Carelon** at no cost to you.

#### 9 Overcome Anything

**Learn to Live** is designed to help you through tough times, with confidential online resources for relieving stress, depression, sleeplessness and social anxiety.

### FAMILY SUPPORT

#### 10 Parental Leave

Our parental leave policy encourages you to take the time to bond with your new bundle of joy. New parents are eligible for six weeks of bonding leave following the birth or adoption of a child.

#### 11 Caregiving Support

Intact believes that no one should go through caregiving alone. **Cariloop** can help with adult-, elder- and childcare, education, Medicare support and more, all at no cost to you.

#### 12 Adoption and Surrogacy Assistance

All full-time employees who have completed at least one year of service with Intact can be reimbursed up to \$16,810 for expenses associated with adoption or surrogacy, including agency and legal fees, transportation and lodging expenses, immigration and translation fees and court cases.