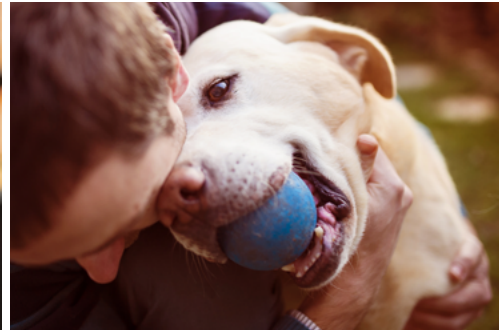


BENEFITS
FOR BETTER
HEALTH AND
WELL-BEING



Helping employees care for themselves and their families is one of our most important investments. You'll find that our benefits program includes industry-leading options and resources.



WHAT'S INSIDE

PHYSICAL

To help employees and their families live their healthiest lives, we offer extensive benefits and well-being programs.



- ▶ Choice of health plan options
- ▶ Choice of dental and vision coverage options
- ▶ Medical decision support
- ▶ Maternity, fertility, egg freezing and adoption benefits. Surrogacy and new parent support programs
- ▶ Weight management programs
- ▶ No cost nutrition counseling
- ▶ Fitness expense reimbursement
- ▶ Tobacco cessation program
- ▶ Activity challenge, on-site and virtual fitness options, and health and well-being center in Home Office
- ▶ Paid organ and bone marrow donation leave

FINANCIAL

We also offer benefits and resources to help employees reach their financial goals.



- ▶ 401(k) plan with an immediate company contribution and match
- ▶ 401(k) investment guidance and advice program
- ▶ Health savings account
- ▶ Student Loan Paydown program with a company contribution
- ▶ Tuition reimbursement
- ▶ Financial coaching and planning at no cost to you
- ▶ Company provided basic life/AD&D and disability insurance with options to purchase additional life, AD&D and disability insurance
- ▶ Healthcare, dependent care and limited purpose flexible spending accounts
- ▶ Voluntary critical illness, hospital indemnity and accident insurance
- ▶ Employee stock purchase plan
- ▶ Commuter benefits
- ▶ Employee discount program

EMOTIONAL

We want our employees to enjoy time away from work to recharge, as well as have access to programs to support their emotional well-being.



- ▶ Employee assistance program (EAP) with 10 no-cost visits for employees and family members
- ▶ Paid time off (PTO) with at least 25 days to start
- ▶ Paid parental leave
- ▶ In person, video and live messaging behavioral health therapy options with online appointment scheduling
- ▶ Digital therapeutic solutions to help address stress, anxiety and poor sleep
- ▶ Behavioral health concierge program
- ▶ No cost access to caregiver location service

SOCIAL

We offer opportunities for our employees to build positive relationships with their teammates and their communities.



- ▶ Volunteer opportunities
- ▶ Paid time off to volunteer
- ▶ Matching gift program
- ▶ Nine Employee Resource Groups
- ▶ Communities of Interest focused on parenting, caregiving, the environment and more
- ▶ Well-being champion program
- ▶ Employee Relief Fund

APPN

Asian Pacific
Professionals Network

BIPN

Black Insurance
Professionals Network

FAN

Flex-Abilities
Network

HLN

Hispanic Leadership
Network

MatPros

Mature Professionals
Network

MilCom

Military Community
Network

PRIDE

LGBTQ+
Professionals Network

PWN

Professional Women's
Network

YoPros

Young Professionals
Network

OUR NINE EMPLOYEE RESOURCE GROUPS (ERGS)

encourage colleagues to share their experiences and ideas with others. This collaborative environment helps employees build stronger personal relationships.



Learn more at TheHartford.com/careers/benefits



Follow us on social @[TheHartford](https://www.TheHartford.com)

Any differences between the language on this site or linked/attached documents and the official plan documents are not intended, but if any differences are found to exist, the official plan documents will govern. You're protected from surprise medical bills through the No Surprises Act. Read the Federal Surprise Billing Notice for more information.

The Hartford® is The Hartford Financial Services Group, Inc. and its subsidiaries, including Hartford Fire Insurance Company. Its headquarters is in Hartford, CT.

23-EN-2246136 © December 2023 The Hartford