

## The Hartford’s Hybrid and Remote Work Model

The Hartford recognizes the importance of a hybrid work model that balances business performance, growth, collaboration and a contemporary employee experience as a key to sustaining our differentiated culture. We’ve learned that in-person interactions are key to delivering well-being, career development, achievement and innovation. Time spent together accelerates performance, ignites innovation and nurtures existing and new relationships while enabling our culture to thrive. We also understand and support the need to work remotely to focus on heads-down work. The hybrid work model offers the flexibility of both remote and in-office work to maximize employee and company performance.

The hybrid and remote work model consists of the following work arrangements:

Group	Work Arrangements*	Flexibility*
T1-3	4 days per week in office	<b>4 company-wide remote weeks (per business discretion)</b> <ul style="list-style-type: none"> <li>• 4<sup>th</sup> of July week</li> <li>• Thanksgiving week</li> <li>• Last 2 weeks of December</li> </ul>
T4-6	3 core days [T-W-Th] in office per week; OR 4 days per month in office for those who are farther from an office (where reasonable)	
T7-12	3 core days [T-W-Th] in office per week for employees who live within a reasonable distance	
<p><i>NOTE: Legacy Claims &amp; Operations call centers and PL Sales front-line roles are 100% remote.</i></p> <p><i>*The hybrid work model applies to employees located in the U.S.</i></p>		

Employees within a reasonable commuting distance to a company location work a hybrid schedule of three days in office and two flexible/remote workdays each week. The line of business or function determines which roles are 100% remote based on job duties, available labor market and workstation availability within a company work location.