

Benefits, retirement and savings

Benefits

The health of our team members and their family members is a priority at Bell. We believe it is paramount that we invest in programs to provide team members and their dependents with coverage and options that fit their personal situations. Our family-friendly programs are among the most generous on the market. More importantly, they provide team members and their dependants with choices that help them achieve an optimal, healthy lifestyle with initiatives that address physical, mental and financial health.

Most of our regular team members are eligible for company-paid benefits and a variety of optional benefits are available to them for purchase at attractive group rates. As a recent enhancement to our benefits offering, we launched free healthcare navigation and medical support programs for Bell team members and their families diagnosed with cancer or dealing with one of over 12,000 other medical conditions. The service provides access to confidential counselling, guidance and support from a specialized health care professional through their entire journey to make sure they receive the right care at the right time and place.

Retirement and savings

Financial security is important to our team members and we are committed to making it easy for them to invest for both the short and long term. Most Bell team members benefit from a defined contribution (DC) pension plan, as well as other savings plans, such as a group retirement savings plan (RSP), a group tax-free savings account (TFSA), and a share-purchase plan (Employees' Savings Plan (ESP)) in which more than 28,000 team members participated in 2020.

In the same year, we added an enhanced series of Lifecycle Options – providing a more gradual reduction of risk over time – and a new Low Carbon Fund option to the investment fund line-up of the group RSP and the group TFSA.

GRI 201-3

We also contributed more than \$295 million to our various well-funded pension plans, which cover more than 85,000 members across the country, including over 50,000 pensioners and beneficiaries who are receiving monthly pensions. Through LifeWorks, Bell offers team members the option to purchase benefits coverage to support their health and well-being after their career at Bell. Through the MyFuture Marketplace, team members can buy medical, travel, dental and life insurance plans designed specifically for retirees and provided by some of Canada's leading insurance companies. For more information on retirement and other post-employment benefit plans, see our [Annual Report](#) (p.134-135 and Note 26 starting on p.154)

Below are summary tables of our Benefits plans and Retirements and savings plans.

BENEFITS

MEDICAL PLAN (PAID BY COMPANY)	Prescription drugs Hospitalization Registered nurse Other medical supplies and services Vision care Professional services (physiotherapist, chiropractor, chiropodist, podiatrist, athletic therapist, osteopath, audiologist, massage therapist, naturopath, acupuncturist, homeopath, nutritionist/dietitian) Reimbursement up to \$3,000 per year for mental health providers (psychologist, social worker, licensed psychotherapist, registered clinical counsellor and couples or family therapist) Personal travel insurance Trip cancellation insurance Business travel emergency medical insurance
DENTAL PLAN (PAID BY COMPANY)	Routine Restorative Orthodontics (optional)
FLEXDOLLARS (PAID BY COMPANY)	For purchase of <ul style="list-style-type: none"> • optional/enhanced coverage • vacation days
HEALTH REIMBURSEMENT ACCOUNT	Flexdollars remaining to be used to pay for health care expenses not covered by plans

DISABILITY PLANS (PAID BY COMPANY)	Short-term Long-term
BASIC LIFE + ACCIDENT INSURANCE (PAID BY COMPANY)	Including business travel accident insurance
SUPPLEMENTAL ALLOWANCE PLAN TOP UP (PAID BY COMPANY)	Maternity: 70% salary replacement up to 17 weeks Parental (for birth mother): 70% salary replacement up to 19 weeks Parental (for other parent): 70% salary replacement up to 19 weeks Adoption: 70% salary replacement up to 19 weeks
VIRTUAL HEALTH CARE PROGRAM (PAID BY COMPANY)	Confidential, 24/7 access to a nurse or doctor through secure online video consultations for employees and their family members
OTHER OPTIONAL COVERAGE AVAILABLE (PAID BY TEAM MEMBERS)	Optional life and accident insurance Critical Illness insurance Health Service Navigator

RETIREMENT AND SAVINGS

PENSION	Defined Contribution (DC) pension arrangement for new employees Participation is mandatory after 3 months of net credited service Employee contributions of 0% to 12% of pensionable earnings Employer contribution: automatic 4% + 100% matching of employee's contribution up to a maximum additional 2% of pensionable earnings Employee may choose from 2 approaches to build investment mix - customized approach with 13 investment options or automatic approach, life cycle option Bell Retirement Income Option allows retiring employees to remain in the pension plan and draw income directly from their plan account with the same investment options and planning tools remaining available to them as employee members
EMPLOYEES' SAVINGS PLAN (ESP)	Purchase of BCE Inc. common shares through payroll deductions Participation is voluntary after 6 months of net credited service Employee contribution level from 0% to 12% of basic salary (increments of 1%) One-third company match, maximum 2% (1/3 of 6%) subject to a two-year waiting period Possibility to transfer shares to the Group RSP or TFSA

GROUP RETIREMENT SAVINGS PLAN (RSP)	Participation is voluntary Employee contributions only Employee may choose from 3 approaches to build investment mix <ul style="list-style-type: none"> • customized: choice between 2 GIA options and 11 market-based options • automatic: life cycle option • transfer of ESP shares Low investment fees
GROUP TAX FREE SAVINGS ACCOUNT (TFSA)	Participation is voluntary Employee contributions only Same investment approaches as under the Group RSP, excluding GIAs Low investment fees

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