





- 4 Our values
- 9 Joining our teams
- 10 A culture of proximity
- 11 A hybrid company
- 12 Healthy enterprise
- 13 OfficeVibe tool
- 15 Onboarding at Humania
- 16 Plenty of opportunities for career advancement
- 17 Our subsidiaries brands
- 18 Our commitment to the community
- 19 Our social engagement
- 21 Workplace health and wellness
- 24 Humania: a highly regarded employer





Identity.

150 years of making insurance accessible

150 ANS · YEARS

Since its beginnings in 1874 with the founding of l'Union Saint-Joseph, **Humania Assurance** has been committed to making insurance accessible, while also providing people-oriented protection. 150 years of innovation later, this mission remains the focus of everything we do.

1874

Founding of l'Union Saint-Joseph

1938

Founding of La Survivance

1950

La Survivance ranks among Québec's leading life insurance companies

1961

New head office

2000

Specialist in living benefits

2013

Legal transformation of La Survivance into Humania Assurance, a capital stock company

2024

150th anniversary celebrations

Identity

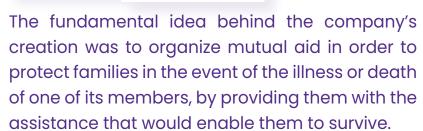
Innovation serving people



We are celebrating this anniversary by reaffirming our commitment to building a better future for everyone. Every day, we strive to offer a distinctive customer experience through the efforts of our loyal employees combined with the strength of our distribution network and innovative partnerships.

Together, we will continue to demonstrate boldness, innovation, and compassion as we respond to the needs of our policyholders.

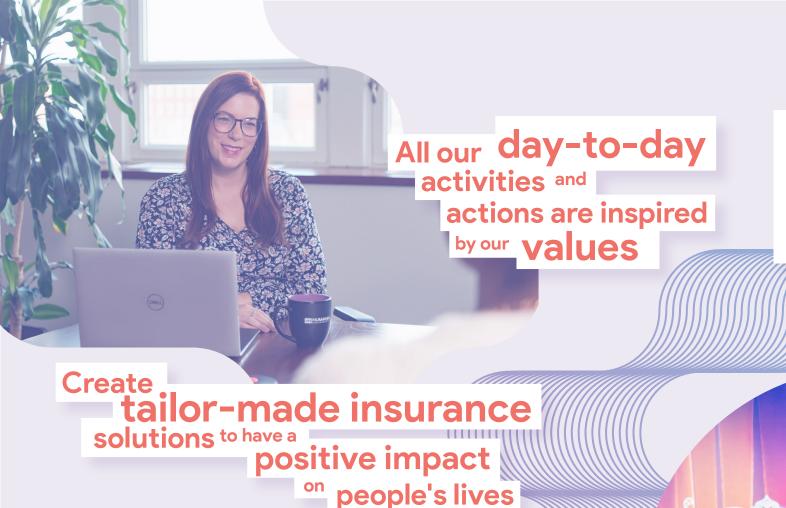
Our history in a few key dates



Committed to a better future

Our history is marked by a century and a half of constant evolution, always protecting our policyholders, supported by our network. It's a story of trust, empathy and partnership. And you are part of the next chapter.

Together, with our devoted teams, we continue to positively impact people's lives, especially at the times that matter most to them and their loved ones.



- Collaboration
- Innovation
- Agility
- Empathy
- Integrity

This vision remains at the heart of our priorities. To ensure its success, we **make insurance accessible** through the expertise of our internal teams, the strength of our distribution network, and the solidity of our partnerships.

Values•



We empower our employees to develop solutions that improve our products and services.

This commitment to innovation drives us to remain in the vanguard, explore new opportunities and boldly confront the challenges of tomorrow.

At Humania, innovation means continuous progress, a quest for excellence and a desire to anticipate the future in order to better serve our customers and partners.

Innovation 👺



At Humania Assurance, innovation is more than just a value; it's a key driver of our success. We have created an open and transparent working environment where every employee is encouraged to come up with new ideas and challenge established practices.



Values.

Agility 2

Agility is crucial to our success at Humania. We are constantly navigating market shifts and orchestrating complex cross-functional partnerships. We have developed the ability to adapt quickly to these challenges in order to deliver on our goals.





Integrity (1889)

Integrity is more than just a value at Humania. It is a commitment to our colleagues, our customers, our partners and our community. We believe that integrity is fundamental to all our interactions and we expect all members of our teams to be transparent, honest and to make ethical decisions. We act with accountability under all circumstances in order to maintain the trust of our stakeholders.

Join us and become part of a company that values integrity and ethics in everything it does.

Values•

Collaboration दिं



We successfully achieve our common goals by pooling our varied talents on a daily basis. The complementary nature of our teams is our main strength.

We invite you to join us and enable our teams to benefit from your own strengths. Together, we can climb to new summits and accomplish our ambitious projects.





At Humania, we are involved in our community and we encourage our employees to do the same. We created Empathy Day, an initiative that encourages our employees to volunteer their time to their chosen community organizations. Empathy Day reflects our engagement with the community while encouraging our employees to participate in and show their dedication to causes that are important to them.



A key step in our corporate culture

Every new employee at Humania Assurance is welcomed with a thoughtfulness and respect that illustrates our commitment to making people the focus of everything we do.

Our well-orchestrated onboarding processes foster open communication and offer the freedom to learn from mistakes, transforming new recruits into true ambassadors of our corporate culture.

We offer a work environment that provides ongoing, personalized support. Through regular training, each employee can adapt at their own pace while developing the skills they need to succeed.

This caring approach enhances our teams' well-being.

W My new team was well prepared for my arrival.
Every colleague gave me the information I needed to be productive and made themselves available to assist me. I felt truly welcomed. *>>



Proximity.

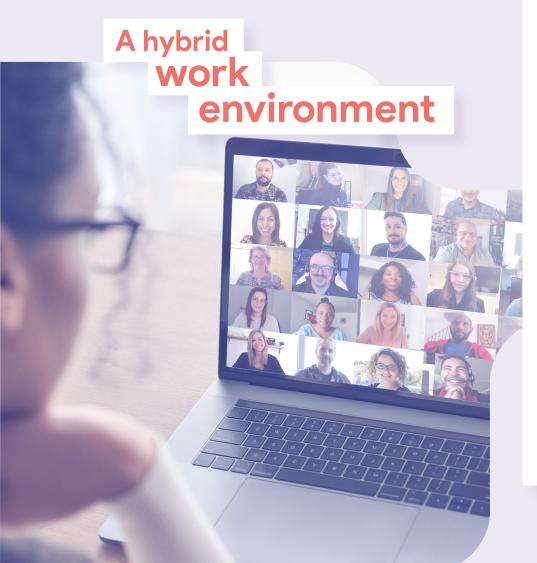
At Humania, closeness is a key element of our culture. We believe that meaningful relationships with colleagues, customers and partners are essential to our success. Closeness means listening, understanding individual needs and giving personalized service.

With our varied means of communicating, we are able to maintain this closeness, even while working in hybrid mode. We strive to provide a work environment where collaboration and mutual support are encouraged and strengthen relationships on a day-to-day basis.





HealthyENTERPRISE



We are proud of our commitment to offering a **hybrid work environment**. This flexible approach enables our employees to strike a harmonious balance between their professional and personal lives, while promoting optimum productivity and well-being.

The recognition of our company in the Workplace Health and Safety category at the 2024 Mercuriades awards testifies to our dedication to our team's wellness. This award reflects our employees' collective dedication to building a human and caring culture, something that makes us extremely proud.

With our teleworking policy and initiatives such as the PreZen+ | My Health Ally Employee and Manager Assistance Program platform, we are introducing modern working practices that promote an agile and proactive workplace. We are determined to equip our employees with the resources they need to successfully balance their professional and personal responsibilities.

õfficevibe



My immediate manager cares about my well-being.

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

ôfficevibe:

Giving our employees, a voice, growing together as one



Officevibe allows us to stay attuned to employee needs.

Each week, a short survey is sent to everyone to gather their feedback, concerns and ideas. It's a concrete way to inform our decisions with what's truly happening within our teams. Employees can share their thoughts confidentially, and managers respond transparently.

Officevibe also supports our collaborative culture by encouraging the sharing of ideas at all levels. Since our **employees' voices guide** our actions, every comment matters.

Finally, "GoodVibes" cards help us recognize great contributions and foster a positive, engaging work environment.

Your opinion truly matters

Kim has a leadership style that I admire.

Leadership

Your leadership and your way of being are inspiring for me and for the team. You motivate us to move forward in the same direction while keeping a smile on your face.



Sent to Kim Rochette February 6 2023





Roxanne tries to find solutions, no matter the challenge.

Leadership

Thanks to your advice and listening skills, you help us see the positive side of things, no matter the problem. You are always optimistic and ready to take on challenges. Working with you is a pleasure!





Sent to Roxanne Messier October 3 2024



Marie-Pier has been a ray of sunshine for me lately.

Positivity

Thank you so much for your support and help in organizing the christmas committee. It's truly appreciated!





Sent to Marie-Pier Biron October 25 2024

Mikael has limitless talent.

Excellence

Thank you for your availability, I really appreciate collaborating with you on the creation of Tour+Med visuals! Congratulations on your creative ideas and your great talent in graphic design!





Sent to Mikael Liboiron December 21 2023



Plenty of opportunities for career advancement

Humania Assurance offers an environment that is conducive to professional fulfilment. With opportunities for advancement, skills development, internal mobility, recognition and rewards, as well as well innovation initiatives, the potential is there for everyone to succeed, whatever their role.

Émilie

2023 Dental Health Analyst, Group Insurance

2020 Administrative Officer. Death Services

2020 Claims Technician

2018 Customer Service Agent



2021 Coordinator, Underwriting, Group Insurance

2017 Underwriter, Group Insurance

2011 Technician, Underwriting, Group Insurance

2010 Clerk, Underwriting, Group Insurance



A professional horizon rich in possibilities

2023 Technician, Claims Department

2021 Administrative Support Officer

2020 Customer Service Agent



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- 2022 Advisor, IT Help Desk
- 2021 Analyst, Applications Support
- 2016 Customer Service Agent

B rands

First partners

We are proud to work with excellent partners every day. Humania's various subsidiaries give us the opportunity to be part of the insurance industry's modernization by contributing innovative ideas and pushing the limits of what is possible. Join us and be part of this exciting industry transformation.

Survitech

Our **Survitech** technology subsidiary plays an essential role in developing and upgrading our platforms and software. It enables us to differentiate ourselves in the marketplace and remain competitive in a world where technology is evolving at a breakneck pace.

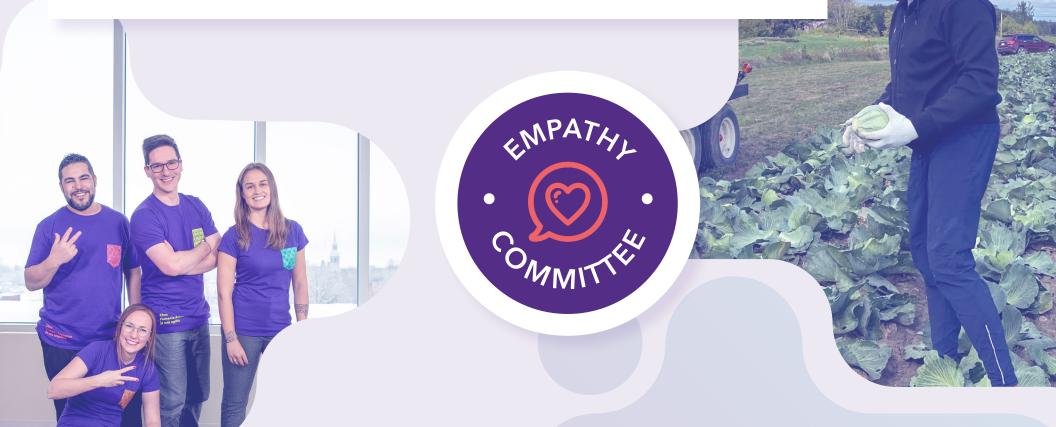
Tour+Med, our travel insurance subsidiary, provides travel insurance products and claims management services. As a major player in the Canadian short- and long-term travel insurance industry, Tour+Med expands the insurance products and services we are able to offer to customers in Canada as well as internationally.





Social engagement is a fundamental part of Humania's corporate culture. We are strongly committed to maintaining our contribution to our communities.

The mission of the Empathy Committee, which comprises representatives from the different Humania departments, is to encourage our company and our employees to engage with community organizations that are a good match for our values. Since 2023, all our fundraising efforts have been donated to Leucan to support their mission of promoting the recovery and well-being of children with cancer and their families through support and accompaniment services.







SOCODEVI

Humania has been a member of the SOCODEVI (Société de coopération pour le développement international) network for more than a decade. Since 2010, we have supported SOCODEVI's mission with guidance, advice, a financial commitment and concrete actions.



On her return from a humanitarian trip to Benin, Marie-Lou Flibotte, Senior Director of Communications and Marketing, lent her expertise to the PLURIELLES project, whose mission is to support and strengthen human rights in health for vulnerable populations.

leucan 🍪

In March 2025, the Humania Assurance team took part in the Leucan Ski Challenge at Bromont mountain. Our colleagues glided down the slopes all day long, collecting donations for Leucan. Thanks to their dedication and the generosity of our partners and friends, we were able to contribute significantly to this very important cause.



To mark our 150th anniversary, we are pleased to launch an ambitious reforestation initiative: 150 trees planted every day for 30 days, for a total of 4,500 trees across Québec, as part of SOCODEVI's Tree of Intercooperation program! This initiative will offset around 900 tonnes of CO2.



Since 2015, our Action Mieux-Être (AME, wellness action) committee, consisting of about 10 employees, has been tasked with

promoting total health and wellness, and to maintaining healthy and safe working conditions. Initiatives proposed by our AME committee are carefully selected based on the interests of our employees and aligned with our Healthy Enterprise approach.



continuous development

Employees' skills development is central to our strategy. We firmly believe that our talent is the key to our mutual success and that every employee has unique potential to be tapped.

In partnership with Cégep de Saint-Hyacinthe, our Humania Academy offers a host of resources and training courses designed to provide our employees with ongoing professional development opportunities. Our Illuxi platform is a vital component of this strategy, offering free access to a variety of online training courses, enabling all our employees to explore new subjects, acquire skills and stay at the cutting edge of trends in their field. This integrated approach both promotes long-term development and demonstrates our commitment to supporting every employee's professional growth.

The A Effect: encouraging female leadership

The A Effect

The Ambition Challenge is a unique journey program for professional women who want to embrace their ambition and better communicate it. This innovative approach empowers women to maximize their potential and enhance their careers through contact with inspiring female leaders.

Meet the women who have expressed their ambition and who have been part of the different cohorts to date.

Cohort 2022



Kim Rochette

Virginie Labonté

Cohort 2023



Véronik Brazeau

Amélie Jodoin

Cohort 2024



Marie-Lou Flibotte

Amonica Jean Jacques

Recognized as a top player

Over the years, we have been the proud recipient of various awards, recognitions and certifications attesting to our commitment to our employees' wellness. We are especially proud to provide a work environment that prioritizes health, inspires motivation, and fosters personal growth.

We have also been honoured with several other awards and distinctions that reflects our dedication to our employees, their health and their professional advancement. These accolades support our culture of innovation and are fully aligned with our values and mission of *making insurance accessible*.











