

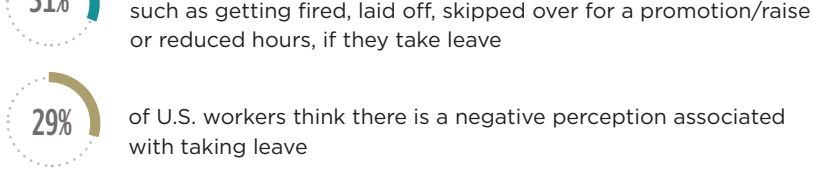
THE HARTFORD'S 2021

FUTURE OF BENEFITS STUDY

U.S. workers are concerned about taking a leave of absence from work even as employers make changes to expand or add to their paid time away from work benefits.

The Hartford's 2021 Future of Benefits Study surveyed U.S. workers and human resource benefit decision-makers in February 2021 - and previously in March and June of 2020. The national study provides new insights into the benefits preferences of U.S. workers and the employee benefits companies provide to their workforce. The 2021 study revealed employees have some concerns about taking a leave of absence from work even as employers made changes to increase the paid time away from work they offer. The data also shows accelerated positive shifts in attitudes about benefits, workplace culture and mental health amid the pandemic.

U.S. workers concerned about taking a leave of absence from work:

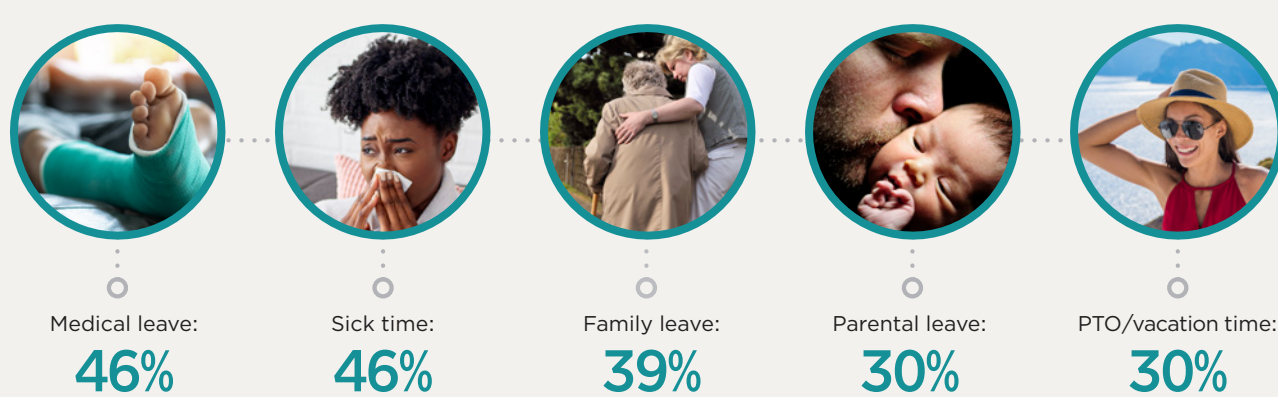


By generation, stigma is felt most acutely among younger workers - a concern that subsides with age.

EMPLOYERS ENHANCE BENEFITS TO SUPPORT PAID TIME AWAY FROM WORK

75% OF U.S. EMPLOYERS INCREASED THE TYPES OF PAID TIME AWAY FROM WORK THEY PROVIDE BEYOND STATE OR FEDERAL REQUIREMENTS IN THE PAST YEAR

Employers enhanced/added:



POSITIVE SHIFT IN EMPLOYEE ATTITUDES ABOUT BENEFITS



84% of employees overall say they value the insurance benefits their company offers to them, up from 73% in June 2020 and 80% in March 2020

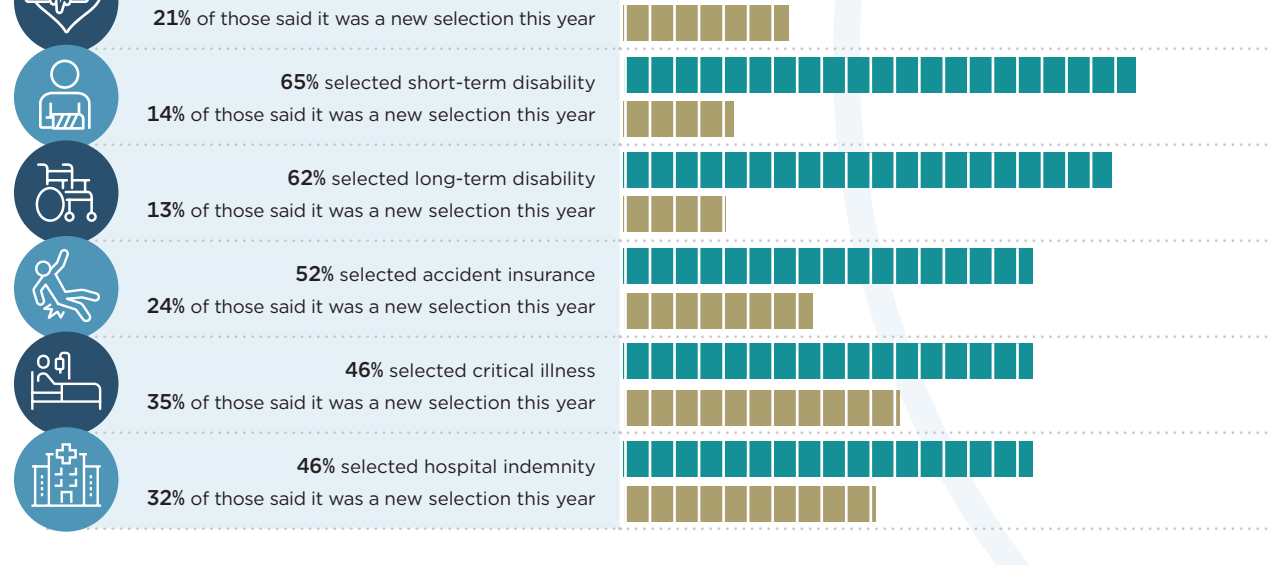
69% of employees overall now say they trust their company is making the best decisions about the benefits they make available, up from 55% in June 2020 and 61% in March 2020

82% of employees overall say the benefits they are offered currently meet their needs, up from 70% in June 2020 and 76% in March 2020

HEIGHTENED INTEREST IN BENEFITS THAT PROTECT YOUR PAYCHECK

Benefit Participation

Among the benefits employees elected this year during their recent open enrollment period, many were new selections for them.



EMPATHETIC AND INCLUSIVE WORKPLACE FOR MENTAL HEALTH



59% of U.S. workers say their company's culture has been more accepting of mental health challenges this past year



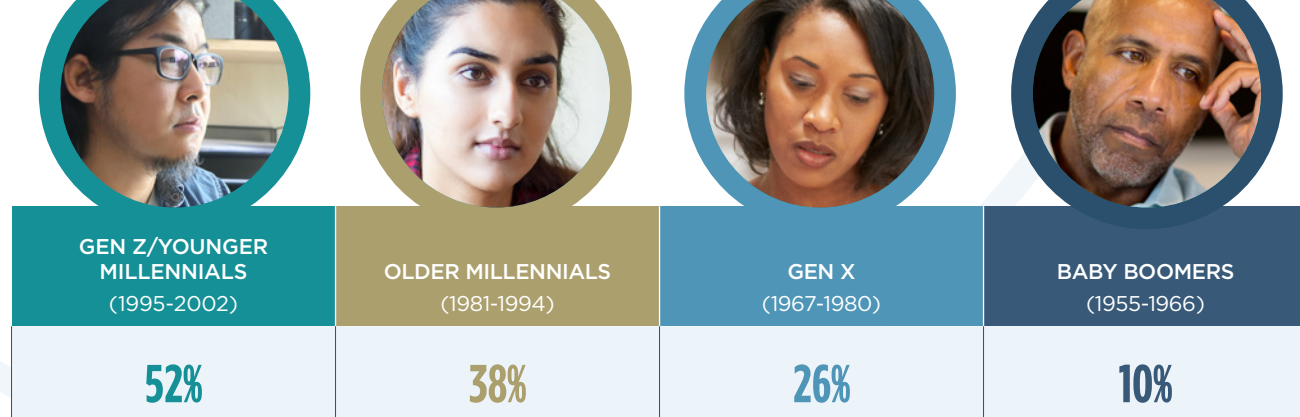
70% of U.S. workers say their mental health is just as important to their company as their physical health and well-being

EMPLOYEES STRUGGLE WITH DEPRESSION OR ANXIETY

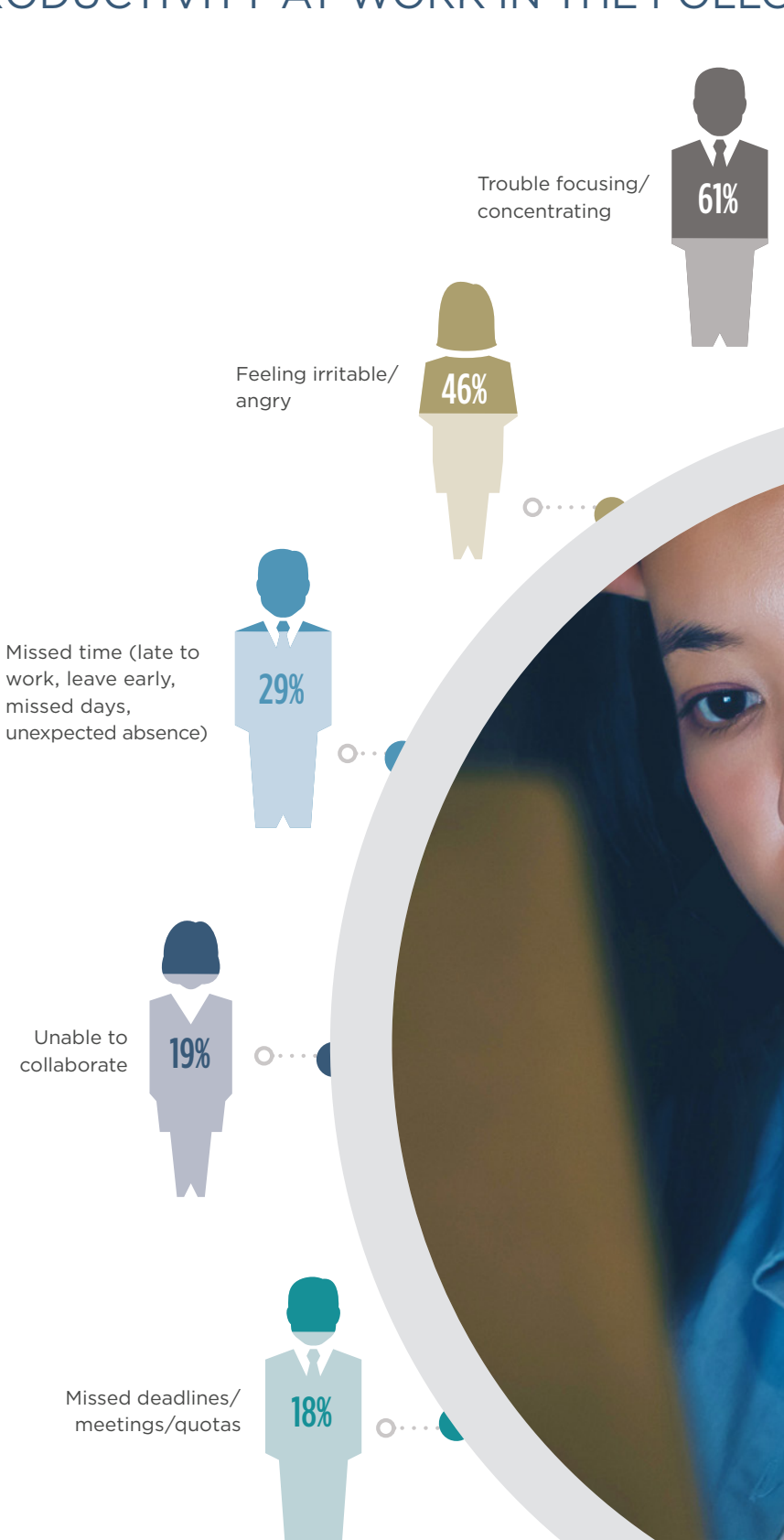


27% of employees overall say they struggle with depression or anxiety most days or a few times a week, up from 20% in March 2020

This is highest among younger workers:



U.S. WORKERS SAY THEIR MENTAL HEALTH AFFECTS THEIR PRODUCTIVITY AT WORK IN THE FOLLOWING WAYS



METHODOLOGY

The Hartford's 2021 Future of Benefits Study was fielded from Jan. 11 - Feb. 19, 2021 and included 617 employers and 1,005 employees. The previous two waves of the research were fielded in 2020. The first wave was fielded from Feb. 27 - March 13, 2020, just before the pandemic escalated in the United States, and included 761 employers and 1,503 employees. The second wave was fielded from June 15 - June 30, 2020 and included 567 employers and 1,038 employees. The employers surveyed were HR professionals who manage/decide employee benefits and employees surveyed were actively employed. The margin of error is employer +/- 4% and employee +/- 3% at a 95% confidence level.

Access our entire Future of Benefits Study and other key insights for employers and brokers at [TheHartford.com/FutureOfBenefits](https://www.thehartford.com/FutureOfBenefits)

