



A Guide to CSC Benefits
Canada



Summary of Benefits, Canada

At CSC, we believe that our greatest asset is our people—the dedicated individuals who contribute their skills, passion, and creativity to our shared success. As an organization, we're committed to fostering a supportive and inclusive work environment where every colleague feels valued, respected, and cared for.

Our comprehensive benefits package reflects this commitment. We understand that life is multifaceted, and our offerings aim to address various aspects of your well-being. We're here to support you every step of the way. Our comprehensive benefit offerings are outlined below.

✓ Eligibility

Following 60 days of employment, permanent colleagues who work 30 or more hours per week are eligible for benefits.

✓ Well-being benefits

Your physical and mental well-being are a priority, and we recognize that a healthy mind and body are essential for overall happiness and productivity. Here's how we demonstrate our commitment:

Medical insurance

CSC provides colleagues and their eligible dependents with medical insurance through Canada Life. This coverage includes no annual deductible, 100% coverage for out-of-country emergency care while traveling, and 80% coverage for other expenses such as semi-private hospital rooms, home nursing with a \$10,000 maximum per year per condition, and 80% coverage for prescription drugs.

Dental insurance

CSC provides colleagues and their eligible dependents with dental insurance through Canada Life. This plan includes no annual deductible, 80% coverage for basic treatments, 50% coverage for major and orthodontic procedures, and 100% coverage for dental services related to accidental injury. While there is no annual maximum for accidental injury services, non-orthodontic services are capped at \$1,000 annually. Orthodontic procedures have a lifetime maximum of \$1,000 per member.

Vision insurance

Colleagues can access vision care services through their Canada Life medical benefit. This includes eligibility for glasses, contact lenses, and laser eye surgery, with a maximum coverage of \$150 every 24 months. Additionally, the vision care plan covers one eye examination every 24 months.

Health and well-being resources

CSC provides colleagues with many health and well-being strategies to help you care for yourself and your family. Our 24x7x365 confidential employee assistance program (EAP) connects you to licensed counselors and aims to help you find solutions for the everyday challenges of work and home, as well as for more serious issues involving emotional and physical well-being.

There are more than 80 health and well-being champions located in our offices around the world, committed to bringing our health and well-being agenda to life locally and helping you tap into the wealth of available resources.

CSC highlights and encourages self-directed learning focused on mental and physical well-being.

Financial benefits

We're dedicated to offering our colleagues a range of financial benefits aimed at supporting your financial well-being and helping you plan for a secure future. Here's how CSC is committed to helping you achieve your financial goals:

Retirement savings plan

Colleagues may participate in a group retirement savings plan through Canada Life after two months of employment. Upon enrollment, colleagues are 100% vested and eligible for a company match contribution of 50%, up to a maximum of 5%.

Long-term disability

If a colleague is unable to work due to illness or injury, full-time permanent colleagues will receive long-term disability coverage. This benefit provides payments of 67% of monthly earnings, up to a maximum of \$5,000 per month. CSC covers 75% of the total premium unless the long-term disability cost exceeds 25% of the total premium, in which case the colleague covers the entire long-term disability cost and CSC pays the remainder.

Colleague and dependent life insurance

Our life insurance plan offers a benefit to the designated beneficiary equal to one time the colleague's annual base salary, up to \$500,000, in the event of the participant's death. Additionally, in the event of the death of a dependent, the plan provides \$5,000 for a spouse and \$2,500 for a child.

Accidental death and dismemberment

In the event of accidental death, the designated beneficiary will receive a payment equal to the life insurance benefit. For dismemberment or specific losses, benefits will be paid according to the extent of the loss.

CSC Gives Back

Through our CSC Gives Back program, individuals and teams give back to local and global communities. CSC provides volunteer T-shirts for colleagues and matches colleague donations to charities between \$50-\$1,000 or equivalent per year, per organization.

✔ Work-life balance

At CSC, we value work-life balance and our colleagues' diverse needs. We foster a supportive environment where taking time off is encouraged, whether for personal health, family, mental well-being, or recharging. Here's how we demonstrate that commitment:

Annual leave

Colleagues are entitled to 13 days of annual leave per year, prorated based on their start date with the company. Up to five days of annual leave may be carried over into the next calendar year, with the carryover balance expiring on Dec. 31 of that year.

Public holidays

All colleagues are entitled to nine paid public holidays.

For Alberta-based colleagues, an additional two holidays are given in celebration of Victoria Day and National Day of Truth and Reconciliation.

Other applicable leaves

In Canada, various leave types are available to support colleagues during key life events such as maternity and parental leave.

- **Maternity leave:** Colleagues are entitled to a minimum of 15 weeks and may also be eligible for additional time off under the parental leave benefit following their maternity leave.
- **Parental leave:** Colleagues can choose between two parental leave options. The standard parental leave allows up to 40 weeks of leave, shared between parents. Alternatively, the extended parental leave provides up to 69 weeks, also shared between parents.

Guidelines on other leave types can be found on CSC Central.

✔ Recognition and rewards

Outstanding performance is celebrated through peer recognition aligned with Our Values, milestone tenure awards, and incentives for referring top talent. We believe that acknowledging these efforts boosts morale and fosters a supportive and thriving workplace culture. Join us in celebrating the exceptional contributions that drive our success:

LOV Badges

Our Values are at the core of who we are and the standards we aspire to live by each day. Colleagues regularly “show some LOV” by taking the time to recognize each other for Living Our Values (LOV).

Service awards

We deeply value the dedication and commitment of our colleagues. Our service award program recognizes and celebrates the milestones achieved by our team members for each five-year milestone reached.

Colleague referral awards

Good people know good people. As a result, a financial award is provided to colleagues who refer external candidates who are subsequently hired and remain with CSC for at least six months.

Career growth

Career growth is a top priority at CSC. We believe investing in your professional development benefits both you and the organization. We take pride in the talent we hire and want to promote and allow our colleagues to grow. Your next career opportunity is right here! Here's how we foster career growth:

Internal learning

Colleagues are provided with many resources to become more knowledgeable in their current role or take on new roles with the company. Self-directed resources are available, such as career self-assessments, thousands of courses through Open Sesame, other internally curated content, podcasts, mentoring programs, webinars, and more.

Continuing education program (CEP)

CSC offers reimbursement for certain educational courses, with pre-approval from your leader. Colleagues with at least six months of service can seek financial assistance up to \$5,250 (or equivalent) per calendar year for relevant learning.

For full details on our continuing education program, please visit our CSC Central site.

We pay for performance

We believe that both what we do and how we do it are equally important. Therefore, our performance evaluations are balanced, with 50% based on achieving goals and 50% on how well we align with our core values.

Merit increases

Leaders work with their team members to set goals at the beginning of employment and each calendar year, in alignment with our line of sight. Throughout the year, leaders have continuous conversations with their team members to discuss progress toward achieving goals and career growth. Most colleagues are eligible for a discretionary merit increase based on consistent and sustained performance in the first quarter of each calendar year.

Success Sharing bonus

This is a taxable bonus that may be paid to eligible colleagues at the company's discretion in the first quarter of each year. The distribution amount, if any, is generally determined by the company's profit and growth in the preceding fiscal period. Colleagues hired in the last quarter of the calendar year (October 1 through December 31) will not be eligible for success sharing paid for that year.

Note: Success Sharing does not apply to those covered under other incentive compensation programs.

Your voice is important

Colleague feedback is invaluable to us. Fostering an open dialogue and actively seeking input from our colleagues leads to better decision-making and a more inclusive work environment. Here's how we demonstrate our commitment:

- Colleagues are formally asked for feedback through an onboarding survey, and later a new hire survey in their first year of employment. Companywide surveys are also conducted once or twice per year.
- CSC has an open-door policy, encouraging colleagues to have regular conversations with their leaders and to work together with others to innovate, continuously improve, increase colleague satisfaction, and maintain a culture of trust.