

Benefits, retirement and savings

Benefits

The wellbeing of our team members and their families is a priority at Bell. We believe in the importance of investing in programs to provide team members and their dependents with coverage and options that fit their personal circumstances. Our family-friendly programs are among the most generous on the market. More importantly, they provide team members and their dependents with choices that help them achieve an optimal, healthy lifestyle, with initiatives that support their 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 for purchase at attractive group rates.

Most recently, as part of its ongoing commitment to support the mental health and well-being of team members and their families, Bell announced unlimited coverage for mental health service providers as part of its flexible benefits plan. This is an increase from a maximum of \$3,000 per year for each team member and their eligible family members. Offering this coverage recognizes the importance of eliminating barriers to access mental health supports and getting individuals the treatment they need.

Retirement and savings

Financial security is also important to our team members, and we are committed to making it easy and beneficial for them to invest for both the short and long term. Most Bell team members are automatically enrolled in a defined contribution (DC) pension plan, and are offered other savings plans through payroll deductions or direct lump-sum transfers from external institutions to our group retirement savings plan (RSP), or group tax-free savings account (TFSA). These employees can also contribute a portion of their earnings, with company-matching incentives, to our BCE share-purchase plan (Employees' Savings Plan (ESP)). More than 29,000 team members participated in the ESP in 2021,

GRI 401-2

GRI 401-3

SDG 3, SDG 8

GRI 201-2, 201-3

firmly aligning our employees and shareholders interest in seeing their investment in BCE deliver strong returns.

Investment offerings in the DC pension arrangement were enhanced in 2021, with the introduction of a new ESG Global Equity Index fund focusing on companies with lower carbon emissions. Improvement to our Lifecycle funds' asset mix was also made possible through co-investing with our defined benefit portfolio strategies (usually not available in a DC plan). This results in a superior risk/return profile and greater inflation protection in the future for those closer to retirement.

Additionally, as of July 2021, DC plan retirees who have selected the Retirement Income Option have the opportunity to transfer external registered savings and consolidate their retirement assets on one platform. This simplifies administration, allowing them to benefit from our very low administration and investment management fees and invest in the same fund options they accessed during their career with Bell.

In 2021, Bell contributed more than \$280 million to our various DB and DC pension plans, which cover approximately 85,000 members across the country, including around 50,000 pensioners and beneficiaries who are receiving monthly pensions. Through LifeWorks, our retirees can also access a wide range of benefits to support their health and well-being after their career at Bell. In 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

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)

	<p>*Unlimited coverage as of 2022. Personal travel insurance Trip cancellation insurance Business travel emergency medical insurance</p>
DENTAL PLAN (PAID BY COMPANY)	<p>Routine Restorative Major Services Orthodontics (optional)</p>
FLEXDOLLARS (PAID BY COMPANY)	<p>For purchase of</p> <ul style="list-style-type: none"> • optional/enhanced coverage • vacation days • Health Service Navigator
HEALTH REIMBURSEMENT ACCOUNT	<p>Flexdollars remaining to be used to pay for health care expenses not covered by plans</p>
HEALTH CARE NAVIGATION AND MEDICAL SUPPORT PROGRAMS (PAID BY COMPANY)	<p>Personal nurse advocate for case management of more than 12,000 medical conditions for employees and their family members</p>
DISABILITY PLANS (PAID BY COMPANY)	<p>Incidental Short-term Long-term</p>
BASIC LIFE + ACCIDENT INSURANCE (PAID BY COMPANY)	<p>Including business travel accident insurance</p>
SUPPLEMENTAL ALLOWANCE PLAN TOP UP (PAID BY COMPANY)	<p>Maternity: 70% salary replacement up to 17 weeks Parental (for birth mother or other parent, including adoptive parent): 70% salary replacement up to 19 weeks Adoption: 70% salary replacement up to 19 weeks</p>
VIRTUAL HEALTH CARE PROGRAM (PAID BY COMPANY)	<p>Confidential, 24/7 access to a nurse or doctor through secure online video consultations for employees and their family members</p>

OTHER OPTIONAL COVERAGE AVAILABLE (PAID BY TEAM MEMBERS) Optional life and accident insurance
Critical Illness insurance
Includes coverage for family members

RETIREMENT AND SAVINGS

PENSION

Defined Contribution (DC) pension arrangement
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 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 vesting 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

- customized: choice between 2 GIA options and 11 market-based options
- automatic: life cycle option
- transfer of ESP shares

Low investment fees
Possibility to transfer Group RSP account in the Bell Retirement Income Option

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

To the extent this information sheet contains forward-looking statements including, without limitation, outlooks, plans, objectives, strategic priorities, commitments, undertakings and other statements that do not refer to historical facts, these statements are not guarantees of future performance or events, and we caution you against relying on any of these forward-looking statements. Forward-looking statements are subject to inherent risks and uncertainties and are based on assumptions that give rise to the possibility that actual results or events could differ materially from our expectations expressed in, or implied by, such forward-looking statements. Refer to BCE Inc.'s most recent annual management's discussion and analysis (MD&A), as updated in BCE Inc.'s subsequent quarterly MD&As, for further information on such risks, uncertainties and assumptions. BCE Inc.'s MD&As are available on its website at bce.ca, on SEDAR at sedar.com and on EDGAR at sec.gov.