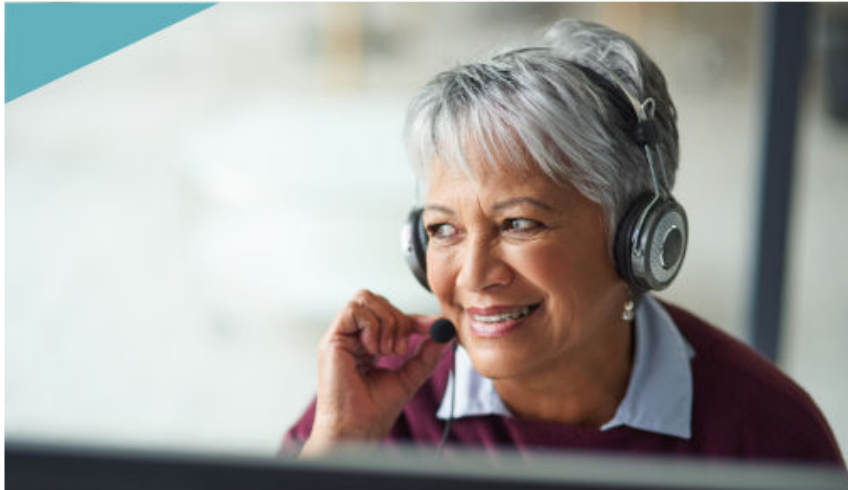


Working at Resolution Life Australasia

*Information and Benefits Guide
(New Zealand)*

About Resolution Life



Resolution: a trusted name

The Resolution name is known and trusted in the life insurance industry. Clive Cowdery created the brand in 2003 when he launched Resolution plc to buy and consolidate UK life insurance companies. These businesses were closed to new customers, with the focus shifting towards serving policyholders more efficiently. Resolution plc listed on the FTSE 100 in 2005, through a reverse takeover of Britannic. Three years later the business was sold for £5bn, representing a substantial gain for shareholders.

Clive kept the rights to the brand and in 2008 launched Resolution Limited, with a similar strategy. Over seven years, Resolution Limited deployed more than £4bn in capital, before merging in a deal worth nearly £6bn. A third company, Resolution USA, launched in the US in 2013.

2003

The year Clive Cowdery creates the Resolution Group

Resolution Life Australasia is owned by Resolution Life, a global life insurance group focusing on reinsurance, the acquisition and ongoing management of portfolios of life insurance policies and selective new business growth in strategic markets.

At Resolution Life, we are resolutely committed to protecting the financial futures entrusted to us. For customers, advisers, companies, and the industry, we are making an impact worldwide.

Resolution Life Australasia is one of the largest life insurers in Australasia, servicing ~1 million customers with superannuation, investments and life insurance policies, managing approximately ~\$30 billion in assets with approximately 1,000 employees across Australia and New Zealand.

We have deep expertise in servicing existing policies through investment in systems and talent and offering innovative and compelling new business solutions in select markets across Australia and New Zealand.

We are committed to providing our customers with peace of mind that their insurance, superannuation and investment policies are in safe and trusted hands for the long term.

Working at Resolution Life

Our overarching approach to recognition, benefits and wellbeing focuses on appreciating every individual, celebrating success, providing a healthy place to work, and a healthy work life balance, so that everyone can achieve their full potential and **Thrive**.

The five foundational anchors embody what we believe are the core components to enable our people to thrive at Resolution Life Australasia

Flexible Work, Health & Wellbeing

- Flexible work environment and fully agile organisation.
- Access to the **RLA Southern Cross Medical Plan**.
- **Thrive Wellness Studio** - live and on demand virtual wellbeing classes, lunch and learns, and health and fitness challenges.
- **REACH** - Free and confidential psychological counselling, wellbeing coaching, financial coaching, nutrition and legal advice for you and your immediate family.
- **Wellbeing Gateway App** - your personal mental health and wellbeing companion. Filled with engaging activities, expert resources, detailed programs and access to professional support



Working at Resolution Life

Career, Reward & Recognition

- Career pathways and internal local and global mobility opportunities.
- Recognition and Awards Programs.
- Access to leading learning platforms such as LinkedIn Learning and Pluralsight, which includes professional certification.
- Support Continuing Professional Development.



Financial

- **12% Kiwisaver Employer contribution** to all employees eligible for compulsory employer contributions.
- Superannuation on unpaid parental leave.
- **Short Term Incentive** bonus opportunity based on your fixed package.
- **Referral Bonus** – up to \$3000 each time you successfully refer great talent to Resolution Life.

Employee Leave Options

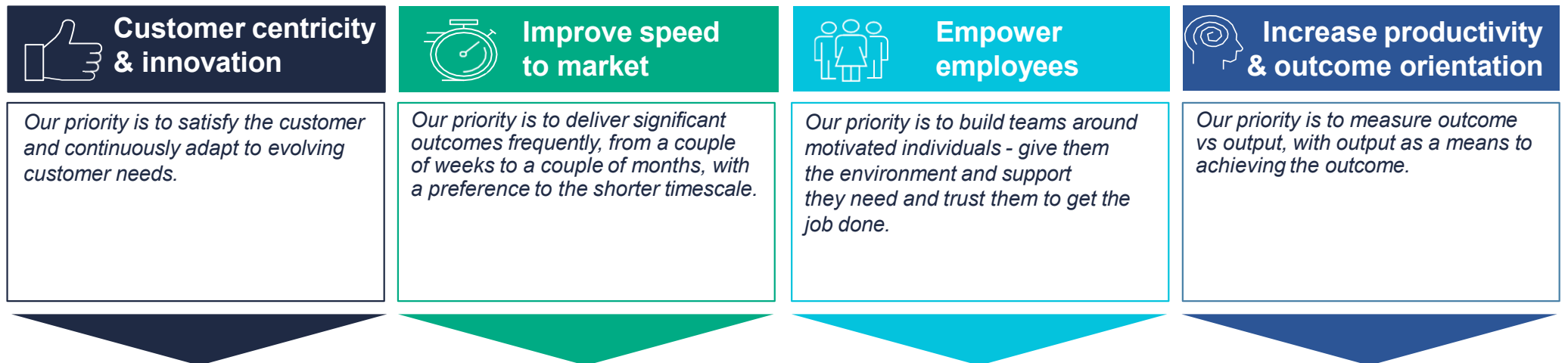
In addition to all statutory leave entitlements:

- Option to purchase annual leave of up to 40 additional days.
- 2 “Life Days” per calendar year to use on top of your annual leave.
- 14 weeks company paid parental leave (primary carer) and 2 weeks paid parental leave (secondary carer).
- Domestic and Family Violence leave – unlimited paid leave.
- Community Service Leave.
- Study Leave.

Resolution Life is an enterprise agile organisation

*The application of enterprise agile in our business is called the **Resolution Life Way***

Put simply, the Resolution Life Way is the way we do things around here. We've taken the agile methodology and given it our own flavour. Working this way, we're able to adapt more rapidly to market, environmental or internal changes in an efficient and cost-effective way.



The four agile values

There are four values that underpin the agile methodology.

Empowering teams



Individuals and interactions

over

Processes and tools

Output orientation



Working outcomes (Product)

over

Comprehensive documentation

Customer focus



Customer collaboration

over

Contract negotiation

Adaptability in uncertain context



Responding to change

over

Following a plan