

Leadership updates supporting the next phase of Gore–Unica integration

As Gore Mutual and Unica continue our integration journey as part of Beneva, we are making targeted leadership changes designed to strengthen coordination across our organizations while maintaining stability for brokers and customers.

Why these changes are happening

In 2026, Gore and Unica will continue to operate as separate businesses while taking deliberate steps to support integration and prepare for the future. To do this effectively, we are aligning leadership across Underwriting, Claims, and Business Development to support our 2026 priorities.

What's changing

As part of this alignment:

- Effective **March 16, 2026**, Tanya Eyram was appointed Vice President, Personal Lines for Gore Mutual and Unica.
- Effective **April 1, 2026**, Unica Regional Vice Presidents will align under the corresponding Gore Vice Presidents:
 - Chris Weston, Regional Vice President, Business Development & Broker Financial Solutions, Unica, will now align under Kate Hogan, VP, Marketing, Communications & Distribution, Gore Mutual
 - Monica Celisano, Regional Vice President, Commercial, Unica will now align under Karen Lemire, VP, Commercial Lines, Gore Mutual
 - Laurence Wymant, Regional Vice President, Claims, Unica, will now align under Mikael Honore, VP, Claims Operations, APD & Property, Gore Mutual
- These Unica leaders will continue to run the Unica business and share results with me, while working with the Gore VPs on integration planning, coordination and designing our future organization, bringing operations closer together and supporting integration planning and learning.
- Effective **April 1, 2026**, as previously announced, Guy Lecours will transition from his role as COO of Unica, with overall accountability for Unica moving to me. Guy will continue his role as COO of L'Unique and has joined the Gore Board of Directors.
- As you know, we've spent considerable time building and embedding strong underwriting foundations at Gore. With those foundations now firmly in place, and as we prepare for the next phase of our integration work, Chris Van Kooten concluded his role as Gore's Chief Underwriting Officer on **February 27, 2026**.
- We are grateful to both Chris and Guy for their leadership and meaningful contributions and thank them for the impact they have made to Gore and Unica.

What this means for brokers

As of today, there are no changes to how brokers do business with Gore Mutual or Unica:

- Gore Mutual and Unica continue to operate as separate businesses.
- Existing broker relationships, contacts and service models remain unchanged.
- Brokers should continue submitting business to each company as they do today.
- Underwriting strategies, priorities and commitments to brokers remain in place.
- Over time, brokers may begin to feel this integration, particularly as Underwriting, Claims, and Business Development teams align more closely. We're excited to share more as the year progresses about what this means for brokers, including upcoming training, contracts, service models, and more.
- While teams may be working more closely behind the scenes, our focus remains on delivering consistent underwriting, strong service and disciplined growth.

Looking ahead

We remain committed to sharing updates as integration progresses and to communicating clearly with your business in mind. Thank you for your continued partnership and trust.

Andy Taylor

EVP and Leader, P&C Ontario and West, Beneva