

FY25 Benefits At a Glance

| Key | Cost of Benefit: |
|-----|----------------------------|
| > | Paid by PwC |
| ◇ | Shared by PwC and employee |
| • | Paid by employee |
| – | Cost share not applicable |

Health and Insurance

Medical/Dental/Vision

- ◇ Medical plan options:
 - ◇ UHC High/Middle/Low Deductible Plans¹ with HSA
 - ◇ UHC Open Access plan¹ (copay plan)
- ◇ Medical plan includes:
 - ◇ Express Scripts (pharmacy)
 - > EHE Health (preventive care)
 - > Hinge Health (digital physical therapy)
 - > Real Appeal (weight loss support)
 - ◇ Virtual care (including specialists)
 - ◇ Infertility and cryopreservation benefits
- > Other medical-related options
 - > Medical Benefits Abroad (during international business travel)
 - > MSK Direct (cancer care navigation)
 - > One Medical (primary care membership)
- ◇ **Dental**
- ◇ **Vision**
- ◇ **Health Savings Account¹ (HSA)**
- **Flexible Spending Accounts (FSA)**

Ancillary Benefits

- **Voluntary Insurance Programs**
 - Hospital Indemnity
 - Critical Illness
 - Accident Insurance
- Long-term Care + Life Insurance

Other Health and Insurance

- > Basic Life Insurance
- **Supplemental Life & AD&D Insurance**
- > **Personal Umbrella Liability Insurance**
- > Business Travel Accident Insurance
- > International SOS Assistance Program (during international business travel)
- Pet Insurance
- Home and Auto Insurance

Retirement & Savings and Financial Well-being

Retirement & Savings

- > Wealth Builder (firm only contributions)
- ◇ 401(k) (firm and employee contributions)

Financial Well-being

- > Financial Coaching (Envision)
- > Student Loan paydown
- Commuter Benefits Program

Perks and Discounts

- > Identify Theft Benefit
- **Legal Plan**
- Employee Mortgage Program
- Moving Services (discounts)
- Travel (discounts and promotions)
- Perks at Work (exclusive savings)
- > Cell phone coverage (eMobility)
- > Laptop & technology peripherals

New Joiner and Annual Enrollment includes reviewing and updating benefits **shaded in yellow**.

The information in this document does not apply to employees deployed on international assignment. Puerto Rico and Flexibility Talent Network™ (FTN) benefits may vary.

¹Residents of Puerto Rico and Hawaii are eligible for different medical plans. Details about your medical plan are available on Benefits Connect.

PwC | FY25 Benefits At a Glance (For use externally)

Balancing Work and Life

Overall Well-being

- > 1:1 Well-being Coaching
- > Well-being assessment
- > Well-Being Rewards (Personify Health)
- > Employee Assistance Program (EAP) (LiveWell Resources)

Mental Well-being

- > **Coaching/Counseling/Therapy**
- > **Personal Umbrella Liability Insurance**
- ◇ UHC/Optum (through medical plan)
- > **Mindfulness Apps and Digital Support**
- > Calm (meditation app)
- > Headspace (mindfulness app)
- > Brain.fm (sound app)
- > Journeys (digital coaching)
- > RethinkCare (well-being mini courses)
- > Togetherall (online community)
- > Green light to talk mental health series



Compensation & Rewards

- Annual Performance Bonus
- Base Salary
- Recognition program (Rewards Central)
- My Milestone Rewards

Physical Well-being

- > **Fitness benefits**
- Wellhub (formerly Gympass)
- One Pass
- ◇ Peloton
- ◇ iFIT
- > **Other benefits**
- > Smoking cessation
- Nutrition support/resources
- Sleep support/resources
- Diabetes management support/resources

Family Forming and Reproductive Health

- > **Financial Support**
- ◇ Fertility treatment and preservation financial coverage¹
- ◇ Egg/Sperm donor reimbursement
- ◇ Adoption/Surrogacy reimbursement & support
- > **Education, Guidance and Emotional Support**
- > Fertility and family forming support
- > Maternity, pregnancy loss and postpartum support
- > Newborn care support
- > Menopause and men's hormone health
- > Nursing Parent program (through MCH)



Time-off, Flexibility and Leaves

- > **Time-off and Flexibility**
- Holidays
- Vacation
- Personal and Family sick time
- Bereavement
- Flexible work options
- > **Leaves and Disability Insurance**
- > Short-term disability program
- **Long-term disability plan**
- Family and Medical leave
- Paid Parental leave
- Paid Adoption/Surrogacy leave
- Paid Family Caregiver leave
- Extended Caregiver leave (Full Circle program)
- Military leave
- 20% pay leave of absence
- Unpaid leave of absence

Caregiving

- > **Children and Young Adults**
- ◇ Back-up in-center/in-home childcare
- ◇ Back-up care reimbursement
- Childcare discounts
- Nanny and Au Pair placement discounts
- > Caregiver search support (Sittercity)
- > Special Needs benefit
- ◇ Virtual Tutoring and Academic Support
- > College Coach
- > **Adults/elderly**
- > Eldercare - Years Ahead program
- > Eldercare - Assessment/Resources (LiveWell Resources)
- > Care companion search support (Sittercity)
- ◇ Back-up in-home care
- ◇ Back-up care reimbursement
- > **Pets**
- > Pet caregiver search support (Sittercity)
- Discounts
- > **Parent Education and Household Support**
- > Housekeeper search support (Sittercity)
- > Education and resources (LiveWell)
- Discounts

Purpose and Inclusion

- Inclusion Networks
- Giving and Volunteering (Impact Space)
- Skills for Society (volunteering)
- Disability-related accommodations (Ability Works)
- LGBTQ+ Inclusive benefits

Thank you

Generally, unless otherwise noted, the policies and plans described in this brochure are available to US employees of PwC scheduled to work a minimum of 20 hours per week on or after July 1, 2024. You may be eligible to receive additional or greater benefits based on the law applicable to your work location. Flexibility² Talent Network™ (FTN) benefits may vary.

As of the publication date, the following affiliates of PwC US Group LLP generally are participating employers in the plans: PricewaterhouseCoopers LLP, a Puerto Rico limited liability partnership (the PwC Network firm in Puerto Rico), PricewaterhouseCoopers LLP, PricewaterhouseCoopers Advisory Services LLC, PricewaterhouseCoopers Corporate Finance LLC, PwC Product Sales LLC, PwC US Tax LLP, PwC US Business Advisory LLP and PwC US Consulting LLP.

The information in this guide is presented in summary fashion for your convenience and it does not contain all the details of the policies, plans, eligibility provisions, and procedures. Any conflict between these descriptions and the provisions detailed in the legal plan documents will be governed by the provisions of the legal plan documents. The firm has the right to change, modify or terminate any of the plans or policies discussed in the document at any time, with or without prior notice.

PwC is committed to the principles of equal employment opportunity and affirmative action. Candidates will be given equal consideration regardless of race; color; sex; religion; national origin; disability; sexual orientation; gender identity or expression; genetic information; veteran, marital or citizenship status; or other legally proscribed criteria. This policy applies to training, promotions, terminations, working conditions, compensation, and all other terms, conditions and privileges of employment. Nothing in this document constitutes, and or may be construed as, a commitment to employment for any specific duration. The duration and terms of any employment relationship with PwC is at will, which means that PwC may change the terms and conditions of the employment relations.

