

We've got you **COVERED!**

We believe everyone, in every business, should stand prepared for every cyber threat. Achieving this requires some pretty remarkable people. That's why we're committed to placing as much importance on the betterment of our employees' professional and personal lives as we do our customers' cybersecurity. Here's how we will empower and enable you to thrive, in and out of work:

Your health, covered.

- You will gain access to a number of **United Healthcare plans** designed to cover you and your immediate dependants, with several voluntary options so you can build a plan to suit you.
- Several **dental plans** available, offering in- and out-of-network benefits for an annual fee of as little as \$50 and \$150, respectively.
- Basic **life insurance** and **Accidental Death and Dismemberment (ADD)** insurance with the option of further voluntary cover if you need it.
- Should you have a long-term disability following an accident or injury, our **LTD insurance** is designed to look after you by covering a percentage of your salary until retirement.
- Staying on top of bills is important, even if you're off work for a relatively short while. Our **STD insurance** covers employees who have to take time off due to short-term disability or injury.
- Four carefully selected **voluntary vision plans** to meet your eye care needs.
- A choice of **voluntary low or high accident insurance** to help cover any accident-related expenses.
- Free access to our **Headspace** account from day one.
- You can choose to put your \$250 Learn Anything benefit (see below) towards your **mental well being**.

Your money, invested.

- TriNet's **401 (k) plan**, provided by Transamerica where we will make a safe harbor matching contribution equal to 100% of the first 5% of eligible pay that you contribute to the plan.
- Access to a range of **investment options** and **retirement planning services**, all controlled from an easy-to-use app.
- A Health Care Flexible Spending Account (**HC FSA**) covering over 500 services, products and medications as eligible expenses.
- A Dependent Daycare Flexible Spending Account (**DC FSA**) covering qualified, employment-related, out-of-pocket dependent expenses on a pre-tax basis.

Your professional life, enhanced.

- Our **commuting benefits** cover bus and subway services, so your commute doesn't feel like a second job.
- **Interest free travel loans** to employees wishing to purchase a new bike or annual subway pass.

- Our **office benefits** are designed to make every work day great. These include, teas, coffee, water, soft drinks, free fruit, kombucha on tap and Friday afternoon drinks to end your week in style.
- We have a **Best Tech for Work** approach so you can be confident you'll get the right tools for the job.
- Your **professional development** is important, so we'll support your career goals through regular feedback and coaching.
- Education is important too; we'll motivate you to seek out **self-development options** and have invested a significant amount of time and money in our talent by sponsoring several employees' further education.

Your personal life, enriched

- Everyone needs a break, so you will receive 172.5 hours of **paid time off**, as well as nine federal holidays and the day after Thanksgiving off.
- Immersive Labs's **winter shut-down** takes place in the week between Christmas and New Year, because the holidays are a time for family.
- No one chooses to get sick, which is why our **paid sick leave** is front-loaded and starts from day one.
- Our competitive **parental leave** package allows you to take the time to introduce your little one/s to the world.
- You'll get \$250 per year to learn a new skill of your choosing under our **Learn Anything benefit**. Alternatively, employees have the option to put this allowance towards a mental wellness service.
- Enjoy an extra four weeks of holiday following four years of service, with our **paid sabbatical**.
- Access to an **Employee Assistance Programme (EAP)**, dedicated to providing confidential advice on any personal or professional struggles you may experience.
- Amazing **discounts** through our retail voucher scheme, giving you savings at some of the most sought-after retailers.
- Discounted rates on **home, auto and pet insurance** through MetLife.
- Who doesn't love a freebie? Your first day on the job comes with a selection of **swag**, so you're *Immersed* from the word 'go'.
- Monthly company-sponsored **socials** (so far these included a trivia night, games night and mini-golf).
- You'll celebrate your hard work with a **company-sponsored party** twice a year, because we celebrate success in style.

This is a summary of benefits offered to US-based employees of Immersive Labs, Corporation. Employee benefits are non-contractual, discretionary, subject to terms and conditions and may change without notice. In the event of any conflict between this summary and any official plan documentation, the official documentation will take precedence.