

2026 Summary of Benefits

Segal

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About this summary

This summary is intended to highlight the plans that currently constitute Segal's benefits program for employees in the U.S. and does not cover all the details of all the plans. Those details can be found in the official plan documents that legally govern all aspects of the plans. In the event of a discrepancy between the documents and this summary, the plan documents are controlling. If you have any questions or if you need any additional information about Segal's benefits, ask your manager or a member of the Human Resources Benefits Team.

This summary does not create a contract between Segal and any employee or prospective employee. In order to meet its needs under changing conditions, the Company, at its discretion, may at any time terminate or change any of these plans or the statements made in this summary or change benefits carriers.



Welcome and key contacts

Segal offers a comprehensive benefits program for employees and their families. From medical coverage to retirement benefits, the Company provides an array of benefit choices and services to meet your health and financial needs. The following summary is an overview of the benefits and services available as of January 1, 2026. Please keep in mind that Segal, in its sole discretion, may amend its benefits program or change its benefits carriers from time to time without advance notice to employees.

If you have any questions or require further information, please contact a member of the Human Resources Benefits Team.

Key contacts

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Members of Collective Bargaining Units

If you are a member of a Collective Bargaining Unit, you may participate in different plans or have different policies and procedures. For a description of your benefits, consult your collective bargaining agreement.



Flexible Benefits Program

Segal offers a Flexible Benefits Program that allows employees to design a benefits plan to meet their personal needs. Company-provided Flex Credits, plus your own before-tax contributions, enables you to purchase coverage from among a variety of benefit options, which includes medical coverage, dental coverage, life insurance, long-term disability insurance, vision care benefits, and flexible spending accounts.

All U.S. full-time and part-time regular employees (other than Special Project Workers (SPWs) or Interns) who are scheduled to work at least 60% of your office's standard work hours are eligible to participate in the Flexible Benefits Program.

Segal pays for most of the cost of your healthcare coverage. You pay a percentage of the cost of coverage on a before-tax basis, based on a salary-banded formula and the number of covered family members.

Medical/prescription drug coverage

High Deductible Health Plan with Health Savings Account

The High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) is a high deductible plan that allows you to contribute to an HSA. Most in-network routine/preventive care is paid at 100%, with no coinsurance, no deductible and no copayment. Non-routine/preventive services are subject to the deductible, coinsurance, and/or copays. You may use your HSA funds to assist with paying providers until you meet your deductible and for the coinsurance and/or copays.

When you use an in-network provider or an out-of-network provider under the HDHP you do not need to choose a primary care physician (PCP) or get specialist referrals. When you use an in-network provider, you are charged an in-network contracted rate for non-routine/preventive services. Then, after you pay an annual deductible, covered expenses are subject to coinsurance.

Out-of-network deductibles and coinsurance are higher. The out-of-pocket limit is also higher. The HSA may be used for out-of-network expenses as well.

The HDHP with an HSA also features a prescription drug coverage. The deductible applies to prescription drugs as well. However, there are a number of preventive drugs that are not subject to the deductible or copay and coinsurance.

Consider your medical options and select one which best meets your needs: HDHP with an HSA, PPO or HMO/EPO.



Health Savings Account (HSA)

If you are enrolled in the Company's HDHP with HSA, you may set up an HSA. An HSA is a tax-exempt account to pay or reimburse certain medical expenses you incur, for example, the deductible under the HDHP. If you are enrolled in Medicare or a health plan that is not an HDHP, you are not eligible for the HSA.

The Company contributes an amount to the HSA for you, based on your number of covered family members. The Company contribution is pro-rated if you are enrolled in the HDHP for less than the full year. You may also make contributions to the HSA while you are covered under the HDHP. The total Company and employee contributions are limited to a maximum amount established and subject to change each year by the IRS.

You own your HSA account and any unused HSA funds roll over and accumulate from year to year and remain in your account even if you terminate employment with the Company.

Medical Preferred Provider Organization (PPO) Plan

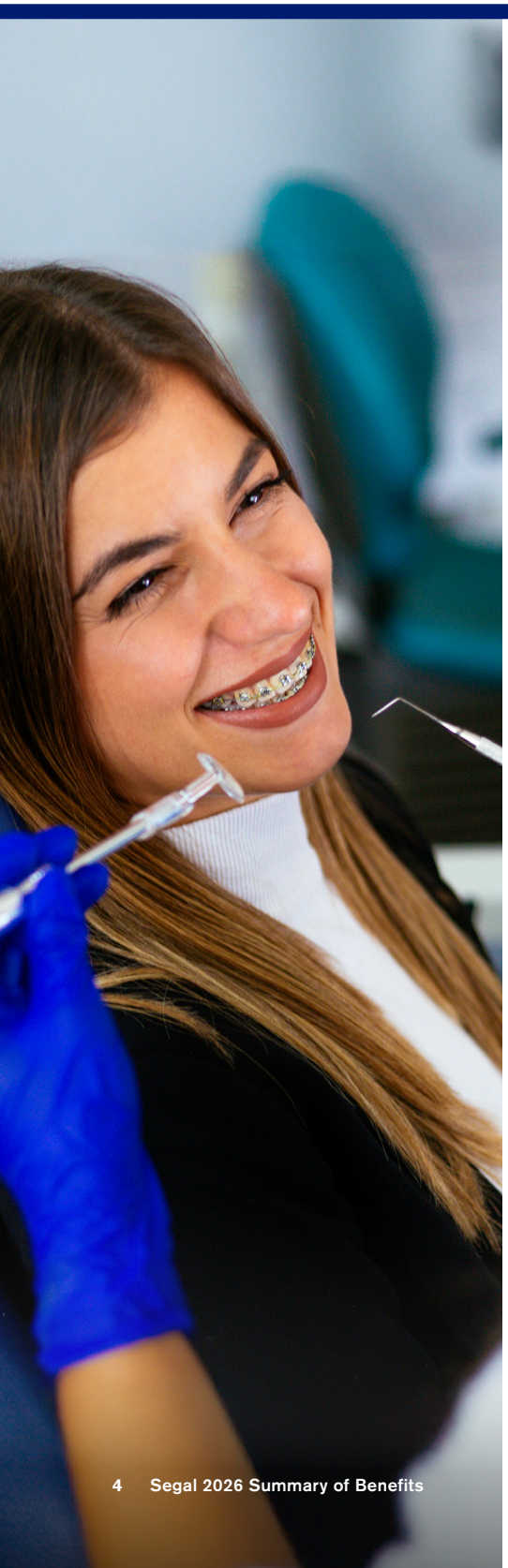
The PPO Plan provides comprehensive medical coverage through in-network providers who are affiliated with the Plan or through out-of-network providers who do not participate in the Plan's network. Most in-network routine/preventive care is paid at 100%, with no coinsurance, no deductible and no copayment. Non-routine/preventive services are subject to the deductible, coinsurance, and/or copays. There is also a deductible that must be satisfied for any coinsurance related procedures. The deductible applies to prescription drugs as well. Out-of-network services are subject to a higher deductible and coinsurance for covered expenses. The out-of-network out-of-pocket limit is also higher.

It is not necessary that you choose a primary care physician (PCP). No PCP specialist referrals are required.

The PPO Plan also features prescription drug coverage.

The current PPO and HDHP Plan provider is Aetna.

When using a participating dental provider, diagnostic, preventive, and basic restorative dental services are covered at 100%.



Prescription Drug coverage for HDHP with HSA and PPO Plan Participants

The Prescription Drug program, administered through OptumRx, has a national network of pharmacies through which you may fill prescriptions. If you use a participating pharmacy, your out-of-pocket costs may be lower than if you use a non-participating pharmacy. When obtaining your prescriptions, you can receive up to a 30-day supply at a retail Participating Pharmacy or up to a 90-day supply at mail order and certain local pharmacies.

Prescriptions are subject to applicable deductibles, copays and/or coinsurance.

Managed Care Organizations (HMOs and/or EPOs)

You may join an HMO/EPO if you live in the geographic service area of an HMO/EPO offered. Managed care is provided through a primary care physician affiliated with the HMO/EPO. You must follow the HMO/EPO rules and, in most cases, use physicians and facilities affiliated with the HMO/EPO.

In general, in-network preventive care is covered at no charge; however, all other services are subject to deductible, copay, and/or coinsurance.

Dental

Segal offers a Dental PPO Plan. It provides comprehensive dental coverage that can be obtained through in-network participating providers (offering discounted fees) or through out-of-network providers who do not participate in the Dental PPO's network.

When using a participating provider, there is a deductible, coinsurance, and maximum benefit amounts. If you use a non-participating provider, services are subject to higher deductibles and coinsurance, limits, and exclusions.

The Dental PPO Plan is administered through Guardian.

Vision

Segal's Vision Plan, administered through Vision Service Plan (VSP) provides eye care and eyewear benefits. You can purchase a base plan or a buy-up plan.

You pay the cost of coverage on a before-tax basis, based on the plan elected and the number of covered family members.



Spending and savings accounts

Health Care Flexible Spending Account (HCFSA)

You may contribute pre-tax dollars for certain unreimbursed qualified health expenses for you and eligible dependents. Eligible expenses may include plan deductibles and copayments and certain unreimbursed health care expenses, as well as other items that are qualified medical expenses approved by the IRS.

Only expenses incurred in the calendar year can be reimbursed. Unused balances over 20% will be forfeited; balances up to 20% will roll over to the next calendar year.

Dependent Care Flexible Spending Account (DCFSA)

You may contribute pre-tax dollars for certain qualified dependent day care expenses. Eligible expenses are determined by the IRS.

Only expenses incurred in the calendar year can be reimbursed. Unused balances will be forfeited.

Flexible Spending Accounts and the HSA are administered by WEX.

Insurance

Basic Group Term Life Insurance

Segal provides Basic Group Term Life Insurance coverage equal to one times annual salary up to a maximum of $50,000, or you may elect coverage equal to a flat $5,000. Coverage is reduced at certain ages.

Segal pays for the entire cost of your Basic Group Term Life Insurance.



Supplemental Life Insurance

If you elect Basic Group Term Life Insurance of one times salary (to a maximum of $50,000), you may purchase supplemental life insurance for you and your spouse or spousal equivalent and/or children.

For yourself you may purchase supplemental life insurance coverage in increments of $10,000 to a maximum of the lesser of four times your salary or $1,000,000 of coverage. If you elect supplemental life insurance for yourself, you may also purchase dependent life coverage. Underwriting rules apply.

You pay the cost of any supplemental life insurance coverage on an after-tax basis.

Accidental Death and Dismemberment (AD&D)

If you elect Basic Group Term Life Insurance of one times salary (to a maximum of $50,000), you may purchase AD&D for yourself and your eligible dependents.

AD&D offers accidental injury benefits if you or your covered family members are seriously injured in an accident covered by the program, and insurance benefits if you, your covered sp ouse or children are killed in an accident covered by the program. The insurer will pay benefits for dismemberment, loss of eyesight, speech and hearing, and paralysis.

You pay the cost of coverage based on your election.

The current administrator for Life and AD&D insurance is The Hartford.

Long-Term Disability (LTD) benefits

Segal provides Basic Long-Term Disability (LTD) benefits that provide income replacement of 50% of your annual covered salary to a maximum covered salary of $60,000 (a maximum monthly gross benefit of $2,500). The following Additional LTD coverage options are available:

- Additional Low Option Coverage, which replaces 50% of your annual covered salary above $60,000 to a maximum covered salary of $180,000, or
- Additional High Option Coverage, which replaces 60% of your annual covered salary up to a maximum covered salary of $200,000.

The current administrator for Long-Term Disability insurance is The Hartford.

Additional insurance benefits

Short-Term Disability (STD) benefits

As a regular full-time or part-time employee (other than a Special Project Worker (SPW) or Intern) working at least 60% of your office's standard work hours, you are eligible for short-term disability benefits from the first day of work.

If your absence from work because of a medical illness is expected to exceed five days, you may be eligible for short-term disability benefits. With the necessary approvals, you may be eligible to receive a portion of your salary for up to a maximum of 26 weeks. The salary replacement comes from a combination of weekly disability benefits paid from an insured plan (state disability benefits in California) and supplemental salary continuation paid directly by the Company for qualified disabilities. The amount to which you may be entitled depends upon your years of service with the Company and varies from a minimum of 4 weeks to a maximum of 26 weeks.

Except in jurisdictions that mandate coverage, the cost of this coverage is fully paid by the Company and any benefits you receive are fully taxable.

Travel Accident Insurance

Travel Accident Insurance is provided to all employees. If an accident, occurring while you are traveling on Company business, causes your death, a Travel Accident benefit of $150,000 will be payable to your beneficiary.

Segal pays for the entire cost of this program.

Group home and automobile insurance

Liberty Mutual offers their group home and auto insurance coverage to Segal employees at a discount. This plan is voluntary. All contracts and payments are solely between Liberty Mutual and you.



You accrue up to four weeks vacation each year based on your level and length of service.



Vacation

Vacations are essential to your well-being and productivity. The amount of annual vacation you are eligible to accrue each year is based on your level and length of service, and ranges from 2 weeks to 4 weeks. Accruals take place on a monthly basis. Regular part-time employees may be eligible for pro-rated vacation. Special Project Workers, Interns and retired hourly employees are not eligible for paid vacation.

Any accrued/unused vacation must be used by the end of each year and may not be carried over into the following year unless governed by a state or local law.

Wellness programs

At Segal, your health is important to us. Our goal is to support you and your family as you address any health concerns you may have and generally work to improve your wellness. In addition to medical and dental insurance plans to support your health, the Company provides a number of well-being programs. These programs include the Employee Assistance Program, Everyday Well-being Program, Resolutions Program, Burnalong and an annual Virtual Health Fair. Our health plan providers also offer discount programs and a myriad of services and tools (e.g., online Health Assessment, smoking cessation).

Mental health and EAP work-life benefits

Segal's mental health and EAP work-life benefit program (available to all employees and their family members) provides enhanced mental health coaching, therapy and other services in addition to traditional EAP work-life services including legal services, financial consultations, and child and eldercare referrals. You may receive up to 8 short-term counseling sessions per year.

Segal pays for the entire cost of this program.

Everyday Well-being Program

The Segal Everyday Well-being Program is a Company-paid program which provides reimbursement for certain services or products not covered under other Company programs or to reimburse you for certain eligible expenses related to well-being.

You are eligible for the Everyday Well-being Program following 90 days of benefits eligible service, provided you are regularly scheduled to work at least 60% of your office's standard work hours. The amount reimbursed is considered taxable income to you and will be reduced by the necessary taxes before payment is made to you.

General Everyday Well-being

You may be reimbursed up to $600 ($360 for part-time employees) per year for any combination of eligible Everyday Well-being expenses related to healthy living, childcare or elder care, adoption, financial planning, legal assistance and funeral services for an immediate family member.

Student loan repayment

Segal will reimburse you up to $500 per year—up to $2,500 total—to help pay back your student loans. The reimbursement may not be used for parent loans or for parents who cosigned on a student loan.

Part-time employees may be reimbursed up to $300 per year for a total of $1,500.

Home purchase reimbursement

Buying a home can be an exciting time, and it almost always comes with a long list of expenses, from closing costs and transaction fees to paying for movers and new housewares. Segal will celebrate your new home with a reimbursement of $1,000 toward the purchase of your primary residence. Part-time employees may receive $600.

You may receive the home purchase reimbursement once during your time at Segal.

Resolutions program

Segal U.S. regular employees (excluding temporary Special Project Workers and Interns) regularly scheduled to work at least 60% of their office's standard work hours and with at least 90 days of benefits-eligible service are eligible for the Resolutions Program.

The Resolutions Program provides a reward for completion of a health assessment. Health assessments provide both you and your health care plan with important information about your health. More importantly, the assessment is about you and for you—giving insight into your current state of health, what you're doing right, and what you can do to improve your health. All information is kept confidential by the health plan, and is not disclosed to Segal.

Complete the health assessment offered by your health plan and receive up to $100 per calendar year.

Have your spouse/spousal equivalent complete one, too, and receive up to $50 per calendar year.

Payments are considered taxable income to eligible employees.





Burnalong

Burnalong provides access to thousands of live and on demand classes and wellness programs spanning physical, mental and financial wellness. You may invite friends and family members to join in. You will receive AI-powered guidance plus access anytime, anywhere. Burnalong is provided complements of Segal. You can also upgrade your membership to Burnalong+ and gain access to participating fitness locations for a flat monthly rate. You could visit multiple gym locations with one subscription and try any participating gym.

Retirement benefits

Pension Plan*

Employees automatically become participants of the Pension Plan as of the January 1st following six months of service with the Company.

The pension plan formula is a Lifetime Variable Formula (LVF).

Under the LVF, you earn benefits each year equal to a percentage of your eligible compensation in that year. Accrued benefits under the LVF will automatically adjust each year based on LVF plan asset returns relative to a specified 5.0% hurdle rate. The LVF will limit your benefit accruals to 41.25% of final average salary. This limit or cap applies to your total benefit accruals under the Pension Plan. You are 100% vested under the LVF after completing 5 Years of Service.

Employees hired prior to July 2, 2019, accrued a benefit under the final average salary formula (FAS) or the career average salary formula (CAS). Segal closed the FAS formula on December 31, 2014, and introduced the CAS formula for new employees hired on or after January 1, 2015. Employees hired July 2, 2019 and later did not become Pension Plan participants under either formula. Accruals ceased under both formulas effective December 31, 2020. Participants with benefits under the CAS formula are 100% vested after completing 3 Years of Service; participants with benefits under the FAS formula are 100% vested after completing 5 Years of Service.

Normal retirement is the later of age 65 and 5 years of service. You may be eligible for Early Retirement between age 55 and 65, if you have completed at least 10 years of service.

Segal pays for the entire cost of this benefit which is available to all employees except those specifically excluded per the plan document.

* The pension plan information is applicable to non-bargained participants.

The Company matches 50 cents on the dollar up to six percent of eligible base salary.

Profit Sharing Plan

The Profit Sharing Plan is available to all employees except those specifically excluded by the Plan.

Employees are automatically enrolled in the 401(k) before-tax contribution feature of the Plan at the rate of 6% as soon as administratively possible after their date of hire. You may, however, opt out, elect to contribute to the Roth 401(k), or elect a different percentage. The Company matches $0.50 for each $1 you contribute as 401(k) before-tax and/or Roth 401(k) contributions up to 6% of eligible base salary and the Plan offers a number of investment options.

You may contribute up to 75% of your salary to the Plan on a 401(k) before-tax and/or Roth 401(k) basis, up to the maximum allowed by the IRS. If you are age 50 or older, you may also contribute your 401(k) before-tax and/or Roth 401(k) salary as catch-up contributions up to the IRS limit. The Company does not match catch-up contributions. In addition, the Plan allows contributions on a voluntary after-tax basis up to a maximum of 10% of eligible base salary.

On an annual basis, the Company may make an additional contribution to the 401(k) profit sharing plan as a discretionary matching contribution.

You are always 100% vested in your own contributions and related investment earnings. You become 100% vested in any Company matching contributions, discretionary matching contributions and profit sharing contributions and related investment earnings after five years of service (20% after one year, 40% after two years, 60% after three years, 80% after four years, and 100% after five years).



Post-retirement benefits

Retiree Health Plan

You are eligible for coverage under the Retiree Health Plan if you retire from active service from the Company on or after your 55th birthday with at least 10 years of service or on or after your 65th birthday with at least 5 years of service, and you were eligible to participate in the health plan under the Segal Flexible Benefits Plan prior to your retirement from the Company.

The Retiree Health Plan provides eligible retirees with benefit credits that may be used either:

- To offset the cost of health coverage purchased through the Company, or
- Solely as a Medical Expense Reimbursement Account (MERA) to reimburse you for qualified medical expenses related to your health care.

Leave of absence

Segal Paid Family Leave

In order to assist and support employees with balancing work and family matters, such as caring for a family member with a serious health condition or bonding with a child, the company provides employees with up to 6 weeks of Segal Paid Family Leave.

All U.S. full-time and part-time regular employees (other than Special Project Workers (SPWs) or Interns) who are scheduled to work at least 60% of your office's standard work hours, with at least 6 months of such service at Segal are eligible for the Segal Paid Family Leave benefit.



Other Segal benefits

Commuter Benefit Program

The Commuter Benefits Program, available to all employees, allows you to set aside before-tax and after-tax dollars taken from your paycheck for the purchase of transit (metro, bus, and railroad) passes, vanpooling, and parking expenses incurred while commuting between work and your residence.

Sabbaticals

Segal offers paid Sabbaticals to employees for you to take time away from your day-to-day work so you may return to Segal refreshed and re-energized. You may use the time for a research project, to pursue a professional development opportunity, to take the trip of a lifetime, or to reconnect with family and friends—whatever is most meaningful for you. If you use the time for eligible study, Segal will help with your expenses.

To be eligible you must be a full- or part-time employee of Segal working at least an 80 percent schedule and in good standing.

Based on years of service, eligible employees may take up to eight consecutive weeks of sabbatical, which may be combined with up to four weeks of vacation. You can start to use some of your time after as few as five years of service.

In all instances, you must exhaust all of your unused accrued vacation prior to the commencement of your sabbatical, regardless of whether you intend to combine vacation time with your sabbatical leave.

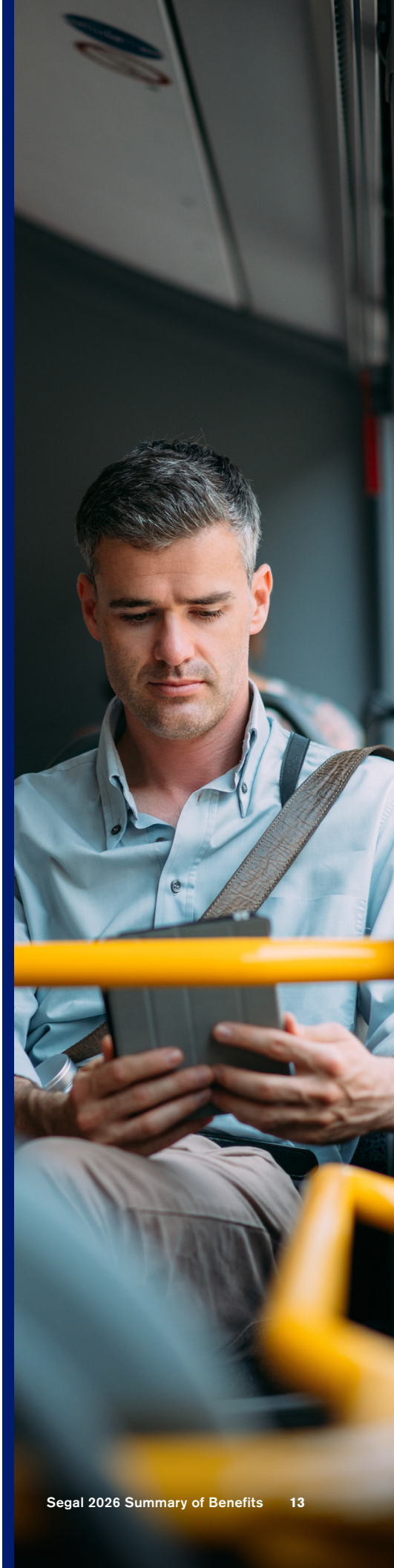
A second Sabbatical is available after 25 years with the Company.

The Company currently provides full salary and will reimburse up to $1,500 for approved expenses necessary to carry out a research and study project while on sabbatical.

Professional credential and tuition reimbursement program

The attainment of professional credentials is an important element of career development within Segal. The company offers varied reimbursements and rewards for credentials such as Actuarial Program, CEBS, CFA, CPCU and RPLU.

The Company also offers tuition assistance as one of the many ways to support and encourage employees to develop their careers and acquire knowledge and skills. The Company may reimburse full or 50% of tuition up to $10,000 or $5,000 respectively per employee per calendar year, for approved professional classes and approved college and graduate courses that directly or significantly relate to your present or future duties or enhance your career development. The Company will reimburse a maximum of $30,000 per employee during their Segal tenure.





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