



Benefit Plan Highlights

Investing in our employees' is our #1 priority. We offer competitive and comprehensive benefits and perks to support employees' overall well-being at work and in life. Our winning values make Thrasio a place where everyone belongs and shares the vision of improving the lives of consumers with purpose-driven brands that make everyday tasks enjoyable.

United States

Health Benefits

Four coverage options for health benefits:
Employee, Employee + Spouse/Domestic Partner,
Employee + Child(ren), Employee + Family

UnitedHealthcare Medical

- Two plan options: Preferred Provider Organization (PPO) 500 and High Deductible Health Plan (HDHP)

UnitedHealthcare Dental

- Two plan options: Dental PPO Standard and Dental PPO Premium

UnitedHealthcare Vision

- In-network exam covered in full
- In-network lenses and frames allowance up to \$150 per year

Retirement Plan

- 401k: pre-tax, ROTH
- Employees under age 50 may contribute up to the IRS annual limit
- Employees ages 50 – 63 may make additional contributions
- Managed by Fidelity Investments

Tax Savings Benefits

Flexible Spending Account (FSA)

- Healthcare
- Dependent care

Health Savings Account (HSA)*

- Individual: \$600 tax-free contribution by Thrasio
- Individual plus any dependents: \$1,200 tax-free contribution by Thrasio
- Employees under 55 may contribute up to the IRS annual limit
- Employees over age 55 may contribute an additional \$1,000

**Must be enrolled in the High-Deductible Health Plan (HDHP) and meet other eligibility requirements*

Time Off

- Flexible hours
- Flexible time off (FTO)
- Paid holidays
- Parental leave: Birthing parents up to 18 weeks (combination of partially and fully paid); non-birthing parents up to 12 weeks (combination of paid and unpaid)

Disclaimer: The statements above are for informational purposes, and do not amend or modify the applicable plan or policy, which governs the foregoing benefits.



Income Protection

Life Insurance/Accidental Death and Dismemberment (AD&D)

Basic Life Insurance

- Coverage is 1x salary up to \$250,000
- Provided at no cost to the employee

Optional Life Insurance

- Employee: \$10,000 – \$500,000 coverage; evidence of insurability (EOI) required for above \$200,000
- Spouse/Domestic Partner: \$5,000 – \$250,000 coverage; EOI required for above \$25,000
- Child: \$10,000 coverage

Disability Coverage

- Short-Term Disability: 12 weeks of 60% salary continuation at no cost to the employee; maximum weekly benefit of \$2,500
- Long-Term Disability: Coverage until the employee reaches age 70 or is no longer disabled at no cost to the employee; maximum monthly benefit of \$12,500

Well-being

Lifestyle Saving Account

- Employer-funded account that helps employees pay for everyday expenses including wellness, family care, pet care, charitable contributions, and travel
- Employees receive \$200 per quarter

Personal Finance

- Manage student loans, debt, and credit score
- Save for college, emergencies, and more

Pet Insurance

- Covers unexpected veterinary bills
- Includes licensed vets in the United States and Canada

Term Life Insurance

- Portable term life insurance
- Available for employees and dependents
- Coverage from \$100,000 – \$8,000,000
- Flexible policies

Employee Assistance Program (EAP)

- Confidential one-on-one help at no-cost
- 24/7 access to support, resources, and no-cost referrals

Perks

- Discounts on products and services from hundreds of vendors including gym memberships, computers, electronics, cell phone plans, entertainment, and travel
- Thrasio products purchased on Amazon will be refunded 40% of purchase

Professional Development

- Access to LinkedIn Learning's catalog of 10,000+ courses



Outside of the United States (excluding China)

Time Off

- Paid time off (PTO)
- Paid holidays
- Parental leave: Birth parents minimum of 18 weeks; non-birth parents minimum of 12 weeks

Well-being

- Lifestyle Saving Account which is an employer-funded account that helps employees pay for everyday expenses, including wellness, family care, pet care, charitable contributions, and travel
- Quarterly benefit varies by country

Professional Development

- Access to LinkedIn Learning which offers 10,000+ courses

Additional Benefits

- Depending on the country, employees may also have access to additional options