

# Be Rewarded.

## Work Well, Live Well.



### Thomson Reuters Benefits Summary

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Our benefits provide critical protection and peace of mind to you and your family, while supporting your future financial goals through an array of plans and resources—including wellbeing, health care, time off, retirement savings programs, and much more. Our flexible approach to your work and life commitments supports you in meeting both your personal and professional needs.

Our comprehensive benefits package is provided to employees scheduled to work 20 or more hours per week.

Eligibility for most benefits begin on your start date. Your eligible dependents for health, dental, vision, and supplemental life coverage include your spouse or domestic partner and/or dependent child(ren).



### Wellbeing at Thomson Reuters

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Our commitment to your wellbeing includes programs and resources that empower and inspire you to embrace a healthy lifestyle, address personal challenges, and manage your mental, physical, social, and financial wellbeing.

Additionally, we are focused on adopting healthy workplace practices and promoting a mentally healthy workplace environment – allowing you to be at your best.

- Two Mental Health company holidays
- Employee Assistance Program (EAP)
- Dedicated wellbeing resources website
- Wellbeing events
- Mindful business practices
- Fitness reimbursement program
- Health coaching
- Headspace meditation app
- Health & wellbeing assessment
- Mental health e-learning courses and manager training
- Global and local Wellbeing Champions
- Virtual behavioral health counseling resources
- Financial educational webinars and 1:1 counseling
- Wellbeing and fitness discounts

*Thomson Reuters provides **two paid** global Mental Health holidays annually.*

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## Health

### Medical

Cigna administers our three comprehensive medical plans, all of which cover in-network preventive care at 100%. Additionally virtual Urgent Care and Behavioral Health visits through MDLive are **free** under all plans. All three plans provide in- and out-of-network coverage — but you generally will pay much less out of your pocket when you use an in-network provider (separate out-of-network deductibles and out-of-pocket maximums apply).

Medical Plan	\$700 PPO		\$1,500 HSA		\$2,100 HSA	
Annual Deductible	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Single*	\$700	\$1,400	\$1,500	\$3,000	\$2,100	\$4,200
Family**	\$1,400	\$2,800	\$3,000	\$6,000	\$4,200	\$8,400
Coinsurance you pay after deductible is met	10%	30%	20%	40%	30%	50%
Annual Out-of-Pocket Maximum	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Single*	\$3,000	\$6,000	\$4,000	\$8,000	\$5,000	\$10,000
Family**	\$6,000	\$12,000	\$8,000	\$16,000	\$10,000	\$20,000
Network (all plans)	Cigna Open Access Plus With Carelink					

\* S – Single coverage (you only)

\*\*F – Family coverage (you + spouse/domestic partner, you + child[ren], family)

### Prescription Drug

CVS Caremark administers prescription drug benefits, which are included as part of your medical plan.

#### \$700 PPO Plan

Retail (up to a 30-day supply)	Mail Order or CVS Pharmacy (up to a 90-day supply)
You pay: • Generic: \$10 copay • Formulary: 30% coinsurance (\$75 max*) • Non-formulary: 50% coinsurance (\$150 max*) *Per prescription	You pay: • Generic: \$25 copay • Formulary: 30% coinsurance (\$187.50 max*) • Non-formulary: 50% coinsurance (\$375 max*) *Per prescription
Prescription drug copays and coinsurance do not count toward your medical annual deductible, but they do count toward a separate out-of-pocket limit (\$2,600 individual/\$5,200 family).	

#### \$1,500 HSA or \$2,100 HSA Plan

You pay the full cost of most prescription drugs until you reach your applicable medical plan deductible (which includes most medical and prescription drug expenses*).  Once you reach the deductible, you will pay the applicable coinsurance for your prescriptions until you reach the applicable out-of-pocket limit (which includes your medical and prescription drug expenses).  * Drugs and therapies eligible under the Preventive Rx program will bypass the deductible and immediately cover at the coinsurance level. As such, these drugs do not count towards your deductible, but do count towards your medical out-of-pocket maximum.
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### Flexible Spending Accounts (FSAs) and Health Savings Account (HSA)

- Dependent Care FSA – \$5,000 annual contribution limit
- Health Care FSA – \$3,050 annual contribution limit (available under the \$700 PPO Plan or if you decline medical)
- Health Savings Account – \$3,850 single / \$7,750 family annual contribution limit (available under the HSA Plans)
  - Thomson Reuters will provide a **quarterly HSA contribution** of \$50 for Employee Only coverage or \$100 for employees covering one or more dependents – up to \$200 or \$400 per year (available to eligible employees enrolled in the \$1,500 HSA or \$2,100 HSA medical plans)

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## Health (continued)

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### Voluntary Benefits

Three options are available – Critical Illness, Accidental Injury, and Hospital Care.

### Dental

Three options are available. Two of the plans include orthodontia coverage.

### Vision

All Thomson Reuters medical plan options include a free annual routine vision exam when using an in-network vision provider. A separate vision plan is also available.

### Tools and Resources

- MDLive telemedicine for consultations with a provider online, via video, or by phone – 24/7/365
- 24-hour nurse line if you have questions about what type of care is appropriate for any symptoms
- Expert medical 2nd opinion decision support ensuring you receive the right diagnosis and treatment plan for complex health care decisions
- Health care navigation and advocacy support assists with benefit program education, claim issue resolution, and clinical support and guidance for employees and their families struggling with complicated medical and benefits questions



## Financial Security

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### 401(k) Savings Plan

Having a plan and setting aside the money you need to achieve that plan during your working years can help you build toward a comfortable lifestyle in retirement. That is where the Thomson Reuters 401(k) Savings Plan, administered by Voya, comes in.

### Investments

You can choose a ready-mixed portfolio if you prefer the ease and convenience of a professionally diversified and managed fund. Or, if you prefer the freedom to create your own combination of investments and actively manage your own portfolio, you can choose to mix your own portfolio.

### Company Matching Contributions and Vesting

Thomson Reuters will contribute \$1.00 into your account for every \$1.00 you contribute to the plan, up to the first 5% of your eligible pay.

You will become vested in the company matching contributions according to the schedule on the right.

Years of Service	Vested Percentage
Less than 1	0
1 but less than 2	25
2 but less than 3	50
3 but less than 4	75
4 or more	100

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## Financial Security (continued)

### Your Contributions

The Thomson Reuters 401(k) Savings Plan allows for several different types of contributions as outlined in the chart below.

Type of Contribution	Percentage of Your Eligible Pay You Can Contribute
Before-tax	Between 1% and 50%
Roth 401(k) after-tax	Between 1% and 50%
The combination of before-tax and Roth 401(k) after-tax contributions cannot exceed 50% of your pay or the IRS limit of \$22,500 (\$30,000 if you are age 50 or older).	
Traditional after-tax	Between 1% and 50%
The combination of all before-tax, Roth 401(k) after-tax, traditional after-tax and Company matching contributions cannot exceed the IRS limit of \$66,000 (excludes catch-up contributions).	

### Professional Investment Advice and Education

You have access to online and professional management advice offered through Voya Retirement Advisors, LLC (VRA), powered by Edelman Financial Engines, to pursue your retirement goals, including what funds you should consider selecting and how much you may want to invest in each.

### Other Financial Security Benefits

#### Life and AD&D

	Employee Life	Dependent Life
Basic Company Paid	Equal to 1x your base annual salary (up to a \$400,000 maximum)	
Supplemental Employee Paid	Up to 5x your base annual salary (up to a \$1.5M combined maximum for Basic and Supplemental coverage)	Spouse/Domestic Partner coverage available in specified amounts up to \$150,000. Child coverage available for \$5,000, \$7,500, and \$10,000 amounts

#### Disability Benefits

	Short-Term Disability	Long-Term Disability
Company Paid	100% pay replacement for 6 weeks, 80% thereafter (capped at 26 weeks)	50% of your pay, up to \$10,000/month
Employee Paid		66.67% of your pay, up to \$15,000/month

### Employee Stock Purchase Plan

Buy Thomson Reuters common shares at a 15% discount through after-tax payroll deductions.

### Group Legal Plan (includes Identity Theft Protection)

Provides access to a network of attorneys who provide covered legal services at no charge or at discounted fees. This program aids with legal family matters (e.g., divorce or adoption), will and estate planning, debt and tax related matters, identity theft services, and much more.

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## Life and Leisure

We recognize that employees need to successfully manage their careers and personal lives. To support employees in this balance, we provide market-leading programs that support personal and family needs as well as time away to relax and recharge.

**Thomson Reuters Flex My Way** our supportive workplace policies which are the foundation of a positive work life balance, include the following global policies:

- Work From Anywhere – up to 8 weeks per year
- Caregiver Paid Time Off – up to 10 days per year
- Bereavement Leave – up to 10 days
- Parental Leave – up to 16 weeks
- Sabbatical Leave – up to 6 months (unpaid)
- Hybrid working and other flexible working arrangements

### Vacation

#### Exempt (Salaried) Employees

Flexible Vacation allows you to take the time off you need, when you need it – there is no annual accrual.

#### Non-exempt (Hourly) Employees

Years of Service	Annual Accrual
Less than 5	15 days per year
At least 5, but less than 20	20 days per year
20 or more	25 days per year

### Holidays

Twelve company-designated holidays annually. Additionally, non-exempt employees will receive up to three floating holidays per year (depending on hire date).

#### Global Mental Health Holidays *(included in the 12 holidays noted above)*

As part of our long-term commitment to the mental health and wellbeing of our people, Thomson Reuters provides two paid Mental Health global company holidays annually.

*Thomson Reuters is committed to supporting families and provides a **parental leave program** – offering **up to 16 weeks** of paid parental leave for new parents (in addition to Short-Term Disability, if applicable).*

### Unique Offerings

- 529 college savings plan
- Adoption & Surrogacy assistance – up to \$10,000 per adoption/birth via surrogate
- Tuition reimbursement – up to \$5,250 per year *(subject to manager approval)*
- Matching gifts program – up to \$1,000 per year
- APPRECIATE employee recognition program
- National and local discounts on products and services such as computers, cars, financial services, products, electronics, travel and entertainment
- Business Travel Accident Insurance
- Thomson Reuters University developmental resources and free LinkedIn Learning access
- Global Business Resource Groups (BRGs)

*We also support employee involvement in the community by offering **two paid days** each year to volunteer your time at an eligible organization of your choice.*

**NOTE:** Any discrepancies between this summary and the applicable plan documents shall be governed by the plan documents.

This information only applies to U.S.-based, full time or part time benefits eligible employees. It does not apply to leased or contracted employees, employees outside of the U.S., employees covered under a collective bargaining agreement, or employees who are on international assignment. Thomson Reuters reserves the right to modify, amend and/or terminate the plans or policies at any time.