



# Benefits Brochure 2024

zoom



# Countries

Argentina

Australia

Austria

Belgium

Brazil

Bosnia

Canada

Mainland, China

Denmark

Finland

France

Germany

Greece

Hong Kong

India

Indonesia

Ireland

Israel

Italy

Japan

Malaysia

Mexico

Netherlands

New Zealand

Norway

Poland

Saudi Arabia

Singapore

South Africa

South Korea

Spain

Sweden

Switzerland

Taiwan

Thailand

Turkey

UAE

United Kingdom

US Hourly Employees

US Salaried Employees

Uruguay

## Your Benefits for:

# Argentina

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

Globalization Partners, through Argentina's social programs contributes 6% of an employee's salary to the Osde 410 medical plan. This plan provides:

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Home medicine services
- Online medical consultation
- Dental coverage
- Full orthodontic coverage to age 18
- Broad network of providers and specialists

**Pension** – Included in the social charges

**Sick Leave** - Up to three months of paid sick leave is available to employees with less than five years of service. This expands to 6 months if the employee has worked for the company more than five years.

### Vacation Benefits At-a-Glance

0-5 years: 20 days

5-10 years: 25 days

10-20 years: 30 days

## Your Benefits for:

# Australia

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full-time employees and dependents are eligible for benefits starting on your first day of employment.

#### Comprehensive Healthcare coverage for you and your family:

- Hospitalization: includes various hospital services such as private hospital cover, ambulance, and maternity.
- Extras: includes coverage for services such as dental, optical, chiropractic, osteopathy, mental health, speech therapy, occupational therapy, and pharmacy.

#### Comprehensive Welfare coverage for you:

- Life Insurance (natural death/accidental death) 3x annual base salary (includes Total Permanent Disability cover)
- Salary Continuance cover: 75% monthly base salary after 30 day waiting period, Benefit Period To Age 65.

#### Family Forming Benefit

- Zoom provides access to a Family Forming network and financial assistance for services.

#### Monthly Contributions:

- Zoom pays 100% of the cost for the Group Life/TPD and Salary Continuance Insurance
- Zoom pays 85% of the cost of the Private Health Insurance and the employee pays 15%

### Retirement Benefits At-a-Glance

Retirement benefits are provided through a complying superannuation fund as chosen by the employee or provided through a default fund as chosen by Zoom. Zoom contributes the minimum statutory amount, currently 11.5% of your base annual salary, up to the maximum contribution each year.

### Time-off Benefits At-a-Glance

Zoom observes all local public holidays and provides 20 days of personal vacation leave each year and 10 days of personal/carer's leave. Vacation leave and personal/carer's leave will be prorated for part time employees.

Personal vacation leave accrues on a monthly basis. Any unused vacation leave at the end of each year will carry over to the following year. Accrued but unused vacation leave is paid out upon termination.

Personal/carer's leave may either be used as sick leave for your own illness or as carer's leave to care for family or a member of your household. Personal/carer's leave accrues on a monthly basis and any unused leave will carry over to the following year. Personal/carer's leave shall not be paid out upon termination.

Zoom also offers long service leave as a statutory entitlement to all eligible employees.

## Your Benefits for:

# Australia

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.
- Business Travel Accident Insurance
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources, and legal guidance
- Paid Parental Leave - 16 weeks of paid leave for non-birthing parents and 22 weeks of paid leave for birthing parents (running with statutory offerings)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location

## Your Benefits for:

# Austria

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program **through our PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

Globalization Partners, Partners, through Austria's social programs. This plan provides:

- Health Insurance
- Unemployment
- Accident Insurance
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.

**Pension** – Included in the social charges

### Vacation Benefits At-a-Glance

30 business days per year

## Your Benefits for:

# Belgium

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

#### Comprehensive Welfare coverage for you:

- **Group Term Life Insurance:** 2x basic annual salary
- **Group Total Permanent Disability:** 2x basic annual salary

#### Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

#### Monthly Contributions

Zoom provides a monthly allowance of 40 Euros/month for medical coverage and 300 Euros/month for Accident/Disability coverage.

### Retirement Benefits At-a-Glance

Zoom contributes to the national pension scheme via payroll deduction

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year. In accordance with Belgian law, employees are entitled to 10 days of unpaid leave each year for compelling reasons (pro rata reduction for part time employees).

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources, and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s), and reading subscriptions
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement of up to 60 dollars, according to your location

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# Brazil

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program **through our PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

Globalization Partners, Partners, through Brazil's social programs. This plan provides:

- Health Insurance
- Dental
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.

Plan Dependent Category Eligibility:

- Titleholders (professionals) and their dependents;
  - Spouse
  - Partner
  - Natural Children – limited to age of 30 years old
  - Adopt Children – limited to age of 30 years old
  - Stepchildren – limited to age of 30 years old

**Pension** – Included in the social charges

**Sick Leave** - Employees are entitled to paid salary during the first 15 days of each sickness event if a medical note is provided. Any further days off are paid through the National Institute of Social Security (INSS), at fixed rates.

**Life and Disability** – Included in the social charges

### Vacation Benefits At-a-Glance

30 calendar days of vacation per year after each 12 months of service. Federal, public and religious holidays are observed.

### Other Allowances

Meal Voucher; Day care reimbursement is mandatory for employees during the first year after the birth R\$ 322.00 per child; Global Business Travel Insurance; Transportation Voucher; Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success

## Your Benefits for:

# Bosnia

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program **through our PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

**Globalization Partners**, through Bosnia's social programs, provides:

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Health Insurance
- Unemployment support
- Accident Support
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.

**Pension** – Included in the social charges

### Vacation Benefits At-a-Glance

30 business days per year

# Your Benefits for:

# Canada

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

## Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

### Comprehensive Healthcare coverage for you and your family:

- **Medical:** includes hospital, pharmacy, paramedical, virtual office visits and out-of-province emergency services
- **Dental:** includes preventive, basic and major treatments and orthodontia coverage for all children under age 19
- **Vision:** annual allowance for lenses and frames

### Life and Accident Coverages

- **Life Insurance and Accidental Death and Dismemberment (AD&D):** 2x annual salary
- **Dependent Life Insurance:** Spouse: \$10,000; Child: \$5,000
- **Long term disability:** 66.7% monthly salary after 17 week waiting period

### Monthly Contributions

Zoom pays 80% of the cost for you and your family enrolled in the medical plan (includes vision coverage) and 100% of the cost for the dental plan and life/AD&D insurance coverage. You pay 100% of the cost of long term disability coverage to ensure the benefit received is tax-free.

### Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

## Retirement Benefits At-a-Glance

Zoom contributes to the Canada Pension Plan (CPP) as required.

## Vacation & Sick Benefits At-a-Glance

Zoom observes all local public holidays. Canadian employees will accrue up to 20 vacation days each calendar year to be used by the end of each year.

Zoom provides 3 days of paid sick leave for employees to use for illness, injury, or medical emergencies each calendar year. In accordance with statutory regulations, employees in British Columbia will receive 5 days of paid sick leave and 3 days of unpaid sick leave each year.

## Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# Canada

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Perk Benefits At-a-Glance (continued)

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.
- Paid Parental Leave of 16 weeks for non-birthing parents and 22 or 24 weeks (depending on birth) for birthing parents (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# Mainland, China

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### **Social Benefits At-a-Glance**

Zoom contributes towards top level of the Social Insurance Benefits and Housing Fund Program.

### **Commercial Insurance and Health Programs**

Besides social insurance benefits, Zoom also provides:

- Commercial Insurances including Accident, Critical illness and etc.
- Annual Health Checkup Program

### **Vacation Benefits At-a-Glance**

Zoom observes all local public holidays and all sorts of government proposed paid days of leave including maternity leave, paternity leave, and wedding leave etc. Zoom also provides:

- 10 to 18 days paid annual leave
- 20 days sick leave per year with full pay

### **Other Benefits**

Zoom also provides the following benefits to employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Meal allowance, Gifts for Marriage and Childbearing
- New hire Welcome Package
- Fun activities (Employee clubs, etc.)
- Afternoon Tea and Snacks
- Work from home one day per week as needed

# 中国大陆地区福利概览

Zoom非常重视员工及其家庭的健康与幸福,因此我们为员工提供全面、多样的福利项目,以更好地满足员工的需求。

## 基础社会福利:

Zoom将按照国家规定,为您足额缴纳基本社会保险(养老保险、医疗保险、失业保险、工伤保险、生育保险)及住房公积金。

## 商业保险及健康福利:

除基本社保以外,Zoom还将为您提供额外商业保险,包括意外、重疾、疾病伤残及身故等保险

年度健康体检

## 假期福利:

您将依法享有国家公共假期及法定假期,如生育假、陪产假、婚假等。

Zoom同时为您提供:

每年10-18天的全薪年假

每年20天全薪病假

## 其他福利:

Zoom还将为您提供全方位的关怀与保障:

员工购股计划(ESPP)

员工援助计划(EAP),包括情绪和心理咨询、财务资源以及法律指导

月度餐费补贴、结婚及生育礼品

新员工入职礼包

下午茶及零食

每周可申请一天在家办公

## Your Benefits for:

# Denmark

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

**Globalization Partners** through Denmark's social programs provides:

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Health insurance
- Child allowance
- Maternity
- Disability
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.

**Pension** – Included in the social charges

### Vacation Benefits At-a-Glance

25 days per year

## Your Benefits for:

# Finland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment. Several benefits are offered as part of Finland's social scheme.

#### Access to Occupational Medical:

Zoom provides access to Terveystalo for medical care.

### Comprehensive Welfare coverage for you:

- **Group Term Life Insurance:** 2x basic annual salary
- **Group Total Permanent Disability:** 2x basic annual salary

#### Family Forming Benefit

- Zoom provides access to a Family Forming network and financial assistance for services.

#### Retirement Benefits

- Provided through the Finland social scheme

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal annual leave.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# France

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

#### Comprehensive Healthcare coverage for you and your family:

- **Medical:** includes inpatient, outpatient, prescription drugs and maternity services
- **Dental:** includes routine visits, orthodontics and prostheses
- **Vision:** includes coverage for frames, lenses and eye surgery
- **Voluntary Option:** employees can purchase supplemental health coverage at their own cost

#### Family Forming Benefit

- Zoom provides access to a Family Forming network and financial assistance for services.

#### Comprehensive Welfare coverage for you:

- **Term Life, Accidental Death, and Total Permanent Disability:** 350% annual salary; plus additional 50% for each dependent child
- **Orphan's Pension:** 12% to 15% salary
- **Short Term Disability:** 100% salary minus social security benefit
- **Long Term Disability:** 50% to 100% of salary; varies by category of disability

#### Monthly Contributions

Zoom pays 100% of the cost for you and 50% of the cost for your family enrolled in the healthcare benefits listed above, excluding the voluntary medical options which is 100% paid by employees. For welfare coverage, Zoom pays 100% of the cost.

### Retirement Benefits At-a-Glance

Zoom contributes towards the French Social Security System as mandated.

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides the statutory applicable amount of days of personal vacation leave each year.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance

## Your Benefits for:

# France

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Perk Benefits At-a-Glance (continued)

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

# Your Benefits for:

# Germany

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

These benefits are available to employees of ZVC Germany GmbH

## Health Benefits At-a-Glance

Zoom contributes towards the German Statutory Health and Long-Term Care Insurance programs as mandated.

## Welfare Benefits At-a-Glance

### Comprehensive Healthcare coverage for you and your family:

- **Term Life Insurance:** 2x annual base salary, up to a maximum of EUR 170,000
- **Permanent Disability:** 2x annual base salary, up to a maximum of EUR 170,000

### Family Forming Benefit

- Zoom provides access to a Family Forming network and financial assistance for services.

### Monthly Contributions

Zoom pays 100% of the cost for employees.

## Retirement Benefits At-a-Glance

Zoom offers employees a Group Support Fund with an employer contribution equal to 3% base annual salary. Additional employee contributions are voluntary.

## Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 30 days of personal vacation leave each year.

## Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.
- Business Travel Accident Insurance
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# Greece

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

**Globalization Partners** through Greece's social programs provides:

- Health Insurance
- Occupational Injuries
- Death Benefits
- Long Term Disability benefit

#### Pension

- Provided via mandatory contributions to Indonesia's social security system

**Sick Leave** - Employees are entitled to paid salary during the first 15 days of each sickness event if a medical note is provided. Any further days off are paid through the National Institute of Social Security (INSS), at fixed rates.

### Vacation Benefits At-a-Glance

20-26 days per year depending on tenure

#### Holidays

Paid Greek National Holidays

#### Travel Insurance

Provided by Globalization Partners

## Your Benefits for:

# Hong Kong

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

#### Comprehensive Healthcare coverage for you and your family:

- Medical: coverage includes inpatient, outpatient, maternity, and wellness/routine examinations
- Dental: coverage includes preventive treatment (x-rays, polish), major treatment (root canal, extractions, crowns) and orthodontia for children under age 18

#### Monthly Contributions

Zoom pays 100% of the cost for you and your family enrolled in the benefits listed above.

#### Family Forming Benefit

- **Zoom** provides access to a Family Forming network and financial assistance for services.

#### Comprehensive Welfare coverage for you:

- **Group Term Life Insurance:** 2x basic annual salary
- **Group Total Permanent Disability:** 2x basic annual salary

### Retirement Benefits At-a-Glance

Zoom contributes towards the Mandatory Provident Fund (CPF) as required.

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides an annual leave entitlement of 15 days per calendar year for the 1st and 2nd year, 17 days per calendar year for the 3rd and 4th year, 18 days per calendar year for the 5th and 6th year, 19 days per calendar year, for the 7th and 8th year, 20 days per calendar year for the 9th year.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# India

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

#### Comprehensive Healthcare coverage for you and your family:

- **Medical:** includes hospitalization, maternity, and coverage for pre-existing conditions.

#### Family Forming Benefit

- Zoom provides access to a Family Forming network and financial assistance for services.

### Risk Benefits At-a-Glance

- Zoom provides Life Insurance of up to 3x CTC.
- Accidental Death/Accidental Permanent Disability is covered at 3x CTC (varies by degree of disability)
- Temporary Total Disability Weekly Benefit - 1% up to Rs.10,000 or weekly salary (whichever is lesser) up to 104 weeks

### Retirement Benefits At-a-Glance

Zoom contributes towards the Employees' Provident Fund and Employees' Pension Scheme as mandated.

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides additional time off on the next page.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Time Off & Leave Summary

# India

This document is to act as a summary of policies offered for India and may be updated at any point in time. This is only for informational purposes and does not constitute an employment contract. Please visit Workday and log any applicable time based on the information below.

### Eligibility

To utilize the below time off and leave policies, you must be a regular full-time employee. Interns, temporary, seasonal employees, and contingent workers employed with Zoom India are not eligible to participate.

### Annual Leave

Employees will be provided with 2 annual leave days monthly (accruing 24 days of annual leave per calendar year). Mid-period hires are prorated based on calendar days.

- Employees can rollover up to a maximum of 45 unused days.
- Employees can borrow from any remaining accruals for the year plus 10 days that can be borrowed from the following year. Upon termination of employment, any remaining balance will be paid out to the employee.
- This plan is not adjusted based on FTE, but the same for everyone.
- Accrual is halted if the employee is on a leave of absence.

### Sick / Casual Leave

Zoom will provide India employees with 12 days of paid sick/casual time off per year to be used for casual need, sickness, accident, or for any other reasonable cause. Eligible employees will be issued 3 days at the start of each quarter. Balances expire at the end of a calendar year.

- This leave type is not eligible to be paid out upon termination.

### Compassionate / Bereavement

Zoom recognizes that employees may need time off following the death of a family member. Zoom will provide 5 paid consecutive days of funeral/bereavement leave per instance for immediate family members as follows: employee's current spouse, domestic partner, father, mother, sister, brother, children, current parent in-law, grandparents, and grandchildren.

- The offering is available from an employee's hire date and every year following.
- It can be used in multiple instances, but not to exceed 5 consecutive days per instance.
- This leave type is not eligible to be paid out upon termination.

### Zoom's Paid Parental Leave (PPL)

Zoom will provide 16 weeks of Paid Parental Leave to all eligible employees (male and female), in accordance with the Paid Parental Leave Policy, after the birth of the child. There is no qualifying length of service. Birthing parents will be eligible for 22 to 24 weeks of Paid Parental Leave, depending on whether they deliver naturally or via C-section. Employees must have worked at Zoom for six continuous months prior to the time of birth in order to be eligible for Paid Parental Leave. Please refer to the Paid Parental Leave Policy in the Employee Handbook for eligibility requirements. All payments under Zoom's PPL policy are inclusive of any entitlement of statutory maternity leave as described in the Maternity Leave section above and shall run concurrently.

## Your Benefits for:

# Indonesia

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare and Benefits At-a-Glance

**Globalization Partners**, through Indonesia's social programs provides:

- Health insurance
- Child allowance
- Maternity
- Disability

#### Pension

- Included in the social charges

**Globalization Partners also provides these supplemental benefits**

- Supplemental Medical Insurance plan for employees and dependents
- Employee Assistance Program (EAP) including emotional support, financial resources, and legal guidance

### Vacation Benefits At-a-Glance

12 days per year depending on tenure

### Holidays

Paid Indonesia National Holidays

### Travel Insurance

Provided by Globalization Partners

## Your Benefits for:

# Ireland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

#### Comprehensive Healthcare coverage for you and your family:

- **Private Medical:** includes inpatient (including high-tech hospitals), outpatient, and maternity
- **Dental:** preventive, basic, major and orthodontic treatments

#### Comprehensive Welfare coverage for you:

- **Group Term Life Insurance:** 4x basic annual salary
- **Group Total Permanent Disability:** 4x basic annual salary
- **Long-Term Sickness & Disability:** 75% of basic annual salary after 26 weeks of incapacity

#### Monthly Contributions

Zoom pays 100% of the cost for employees enrolled in the Private Medical and Dental cover, and 50% of the cost to enroll your eligible dependents. Zoom also pays 100% of the cost for the welfare benefits listed above via reimbursement subject to any taxation.

#### Family Forming Benefit

- Zoom provides access to a Family Forming network and financial assistance for services.

### Retirement Benefits At-a-Glance

Zoom offers an employer sponsored plan, of 6% match with option of additional voluntary contribution. Zoom offers eligible employees an allowance to contribute to your own personal pension plan:

- 6% employer/employee match with option for you to contribute

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# Ireland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### **Perk Benefits At-a-Glance (continued)**

- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# Israel

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

**Globalization Partners** through Israel's social programs provides:

- National Health Insurance
- Zoom also offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success.

### Monthly Contributions

Zoom pays 1380 shekels/month as an allowance for medical coverage

### Vacation Benefits

It's offered 25 days per year.

Disclaimer: Please contact Globalization Partners for the exact terms and conditions of coverage. If any conflict arises between this guide and the Globalization Partner official offerings, the terms of the Globalization Partner offerings or other applicable documents will govern in all cases.

## Your Benefits for:

# Italy

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

#### Medical Coverage

- Hospitalization coverage, outpatient expenses/treatment, dentistry, lenses, and more!
- Available for employees and dependents
- Paid by Zoom

#### Comprehensive Welfare coverage for you:

- **Group Term Life Insurance:** 2x basic annual salary
- **Group Personal Accident + Total Permanent Disability:** Accident: 5x basic annual salary; Permanent disability due to accident: 6x annual salary

#### Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

#### Retirement Benefits At-a-Glance

Zoom contributes to the national pension scheme via payroll deduction.

#### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

#### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# Japan

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment. Zoom pays into the social system which provides:

- Health Insurance
- Nursing Care (for those over the age of 40)
- Pension Contributions

### Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides vacation leave each year. Refer to the next page for more information on Japan Time Off and Leaves.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Time off & Leave Summary

# Japan

This document is to act as a summary of policies offered for Japan and may be updated at any point in time. This is only for informational purposes and does not constitute an employment contract.

### Eligibility

To utilize the below time off and leave policies, you must be an employee of Zoom. Contingent workers are not eligible to participate. The below time off & leave plans are not eligible to be paid out upon termination. If the offering rate differs based on full-time, part-time, or temporary status, it is discussed in the policy summary, otherwise all employees are eligible for the offering.

### Annual Leave

Full-time, regular employees receive 20 front loaded days of paid annual leave per year. Mid-period hires receive a prorated front-loaded amount based on calendar days. The employee can carryover up to 20 days each year and the carryover will expire after 12 months. Part-time employees, interns, and temporary employees receive a prorated front-loaded balance based on their time worked & in accordance with statutory laws.

### Compassionate/ Bereavement Leave

Zoom recognizes that employees may need time off following the death of a family member. Zoom will provide paid days to employees based on the below:

- 5 days if employee is a mourner if parents, spouses, children pass away
- 3 days if employee is not a mourner if parents, spouses, children pass away
- 2 days if grandparents, brothers and sisters pass away
- 2 days when spouse's parent passes away

### Jury Duty

Zoom will provide 5 days of paid time off for employees who are called to Jury Duty. Employees will be required to provide documentation of the jury duty request. Part-time employees, interns, and temporary employees receive a prorated front-loaded balance based on their time worked.

- Any time requested beyond 5 days can be taken with Annual Leave or Unpaid Leave.

### Marriage Time

Employees will receive 5 consecutive days of paid time off for the employees own marriage. Employees will be required to provide documentation for the marriage time request.

- This leave type must be used within the first year of marriage.

### Medical Check

Employees will receive one paid day a year to go to the doctor to receive confirmation that the employee is fit to work. Employees will be required to provide documentation for the medical check request.

- The offering is available from an employee's hire date and every year following.

## Time off & Leave Summary

# Japan

This document is to act as a summary of policies offered for Japan and may be updated at any point in time. This is only for informational purposes and does not constitute an employment contract.

### **Group Life and Accidental Death and Dismemberment Plans**

- Life Insurance Coverage: 2x annual salary (cap JPY 100,000,000)
- ADD Coverage: 2x annual salary and additional hospitalization benefits for accidents

### **Sick Leave**

Employees will receive 3 days of paid sick leave provided by Zoom. If the employee is out of the office for two consecutive days the employee will be required to provide a doctor's note. If the employee is still sick and out of the office after the third day, the sick leave will then be unpaid by Zoom.

- The offering is available from an employee's hire date and every year following.

### **Paid Parental Leave**

Zoom offers full-time, regular employees Paid Parental Leave for both parents. This offering includes 16 weeks of paid leave and runs concurrently with any local entitlements. Part-time or temporary employees are not eligible for the paid offering. Please review the work rules for more details.

## Time off & Leave Summary

# Japan

Zoomの最優先課題のひとつは、従業員とその家族の健康と福利の維持です。この目標を達成するため、私たちは、従業員のニーズに最も沿うべく、様々な選択肢を備えた包括的な福利厚生プログラムを提供します。

### 健康・厚生年金保険の概要

正社員および扶養家族は、全員、入社日から受給資格があります。Zoomは、以下の社会保険に対して支払いをします。

- 健康保険
- 介護保険(40歳以上)
- 厚生年金保険

### 家族形成のベネフィット

Zoomは、家族形成ネットワークへのアクセスと、そのサービスに対する経済的支援を提供します。

### 休暇ベネフィットの概要

Zoomは、日本の祝祭日をすべて遵守し、毎年休暇を付与します。日本における休暇の詳細については、次ページをご覧ください。

### 特典の概要

Zoomは、正社員に以下の特典も提供します：

- 従業員持株制度(ESPP)
- 精神的サポート、融資、法的助言などのEAP(Employee Assistance Program)
- 年間\$500相当までの慈善寄付の事業主マッチング
- 年間Zoomストア手当
- 出張災害保険
- 育休明けの職場復帰コーチング
- 書籍代払い戻し制度
- BYOD: 携帯電話月額契約料払い戻し(上限あり)
- 在宅勤務のためのHome Office環境整備費用払い戻し制度(1回限り/上限あり)

## Time off & Leave Summary

# Japan

この文書は、日本において提供されるポリシーの要約としての役割を果たすもので、随時更新されることがあります。この文書は情報提供のみを目的とし、雇用契約を構成するものではありません。

### 対象者

以下の休暇ポリシーを利用するためにはZoomの従業員である必要があります。外部委託先の労働者は対象外です。以下の休暇制度は、退職時に買取りは行いません。正社員、パートタイマー、または臨時雇用の地位により付与率が異なる場合、ポリシー・サマリーの中で触れられており、そのような記載がなければ、全従業員が付与の対象となります。

### 年次有給休暇

正社員には、年間20日の年次有給休暇が年度初日に付与されます。中途入社の場合、暦日に基づいて比例配分された日数が入社日に付与されます。従業員は毎年20日まで繰り越すことが可能で、繰越しは2か月で終了します。パートタイマー、インターン、臨時社員については、法令に従い、勤務時間に応じて按分した日数を年度初日ないし入社日に付与します。

### 弔慰休暇

Zoomは、従業員が家族の死亡により休暇を必要とする可能性があることを認識しています。Zoomは、従業員に対し、以下の有給休暇を付与します。

- 父母、配偶者、子が死亡し、従業員が喪主である場合 5日
- 父母、配偶者、子が死亡し、従業員が喪主でない場合 3日
- 祖父母、兄弟姉妹が亡くなった場合 2日間
- 配偶者の父母が死亡した場合 2日間

### 裁判員の職務

Zoomは、裁判員の職務に招集された従業員に対して日間の有給休暇を付与します。従業員は、従業員の職務要請に関する証明書を提出する必要があります。パートタイマー、インターン、臨時社員は、それぞれの勤務時間に応じて按分した日数を期間初日に付与されます。

- 5日を超える請求の場合は、年次有給休暇ないし無給休暇として取得することができる。

### 慶事休暇

従業員は、自身の結婚のために連続日間の有給休暇を付与されます。従業員は、慶事休暇の請求にあたり、証明書を提出する必要があります。

- この休暇は、結婚後1年以内に使用する必要があります。

### 健康診断

医師の診察を受け、業務遂行ができることの確認を得るため、年回の有給休暇が付与されます。従業員は、健康診断の請求にあたり、証明書を提出する必要があります。

- この福利厚生は、従業員の入社日からその後毎年利用可能です。

## Time off & Leave Summary

# Japan

この文書は、日本において提供されるポリシーの要約としての役割を果たすもので、随時更新されることがあります。この文書は情報提供のみを目的とし、雇用契約を構成するものではありません。

### 団体生命保険と傷害保険 (AD&D)

- 団体生命保険 年俸の2倍(上限1億円)
- 傷害保険(AD&D) :事故の場合年俸の2倍と追加の入院手当

### 病気休暇

従業員には、3日間の有給病気休暇が付与されます。従業員が2日連続で出勤できない場合、医師の診断書を提出する必要があります。3日経過後も病気の状態が続き、出勤できない場合、病気休暇は無給となります。

- この福利厚生は、従業員の入社日からその後毎年利用可能です。

### 有給の育児休業

Zoomでは、親である正社員に対して、有給の育児休業を付与しています。この福利厚生には、16週間の支払いが含まれ、現地法上の制度と同時に進行します。パートタイマー・臨時社員は支給対象外です。詳細は就業規則をご覧ください。

## Your Benefits for:

# Malaysia

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

**Globalization Partners** through Malaysia's social programs provides:

- Enrolled to April Medical Insurance, including dependents (if applicable).
- Life Insurance
- Maternal & Dental coverage.
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success

### Vacation Benefits

It's offered 16 days per year.

## Your Benefits for:

# Mexico

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

**Globalization Partners** through Mexico's social programs provides:

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Health Insurance
- Long Term Sickness
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success

**Globalization Partners also provides these supplemental benefits**

- Medical Insurance for employee and dependents
- Life Insurance
- Savings Fund
- Meal Voucher
- Home Office Allowance

**Pension:** Included in the social charges

### Vacation Benefits At-a-Glance

12 days per year

## Your Benefits for:

# Netherlands

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Below is just a high-level summary of the potential benefits and you cannot derive any rights from that summary. The terms and conditions of the relevant (insurance) policies will dictate the exact entitlement to benefits.

### Health and Welfare Benefits At-a-Glance

All full-time employees are eligible for benefits starting on your first day of employment.

#### Comprehensive Healthcare coverage for you and your family:

Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.

- **Medical:** Zoom provides access to medical insurance discounts through CZ Insurance Company.

#### Comprehensive Welfare coverage for you:

- **Life Insurance:** a benefit equal to 2 times your annual base salary (including holiday allowance).
- **Accidental Insurance:** a benefit equal to 2x your annual base salary in the case of a disability or death caused by an accident, up to a maximum benefit of EUR 350,000.
- **Short Term Disability/Sickness:** Zoom provides 100% of your salary for the first year of leave and 70% of your salary for the second year.
- **Long Term Disability:** Zoom provides supplemental long-term disability coverage through WIA and WGA insurance plans covering 70% of your salary

#### Monthly Contributions:

Employees pay the full cost of medical insurance and Zoom pays the full premiums in respect of the other insurances listed above.

#### Family Forming Benefit

- Zoom provides access to a Family Forming network and financial assistance for services.

### Retirement Benefits At-a-Glance

Zoom offers a pension plan with a contribution of 6% of pension base (salary minus AOW-franchise). You may contribute additional voluntary contributions.

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance

## Your Benefits for:

# Netherlands

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Below is just a high-level summary of the potential benefits and you cannot derive any rights from that summary. The terms and conditions of the relevant (insurance) policies will dictate the exact entitlement to benefits.

### Perk Benefits At-a-Glance (Continued)

- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# New Zealand

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health, Welfare and Pension Benefits At-a-Glance

**Globalization Partners**, through New Zealand's social programs provides:

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- National Health Insurance
- Income protection
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success

**Pension** – Included in the statutory benefits. Optional KiwiSaver account access with 3% contribution.

### Vacation Benefits At-a-Glance

Statutory vacation benefits are provided (currently 4 weeks per year after one year of service), and public holidays are observed.

### Sick Leave At-a-Glance

All employees are entitled to 5 days sick leave if they meet the statutory requirements.

## Your Benefits for:

# Norway

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health, Welfare and Pension Benefits At-a-Glance

Zoom, through Norway's social programs provides:

- Health Insurance
- Workers Compensation

### Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

### Comprehensive Welfare coverage for you:

- **Group Term Life Insurance:** 2x basic annual salary
- **Group Total Permanent Disability:** 2x basic annual salary

### Retirement Benefits At-a-Glance

Provided through the social security scheme

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# Poland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health Benefits At-a-Glance

All full time employees are eligible for the following benefits.

#### Comprehensive Healthcare coverage for you:

Medical Insurance: includes the following:

- Occupational medical exam
- Outpatient consultations including primary care and specialist visits
- Diagnostic testing and labs
- Dental exam (annual)
- Emergency cover
- Daily Hospital cash allowance

**Family Forming:** Zoom offers access to a Family Forming network and financial assistance for services

**Monthly Contributions:** Zoom pays 100% of the cost of employee medical and allows dependents to be enrolled in the plan at the expense of the employee.

#### Comprehensive Welfare coverage for you:

- **Group Term Life Insurance:** 2x basic annual salary
- **Group Total Permanent Disability:** 2x basic annual salary

### Retirement Benefits At-a-Glance

Zoom contributes to Social Insurance plan as required. Zoom contributes to PPK at required level.

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 20 or 26 vacation days per year, depending on tenure

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.

## Your Benefits for:

# Poland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Perk Benefits At-a-Glance (continued)

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# Saudi Arabia

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health Benefits At-a-Glance

All full-time employees and dependents are eligible for benefits starting on your first day of employment.

**Private Medical** international plan with Cigna.

- VIP Network
- Inpatient and Outpatient: covered up to plan limit, nil co-pay
- Maternity Coverage
- Dental Coverage:
  - 2 consultations a year
  - Orthodontics covered for members under 18 years
- Vision coverage:
  - One eye examination per year
- Wellness Coverage

### Monthly Contributions

Zoom pays 100% of the cost for you and your family enrolled in the benefits listed above.

### Vacation Benefits At-a-Glance

Zoom provides 21 paid vacation days up to five years of service. Employees with five or more years will receive 30 days of vacation. And Zoom also offers paid days off in observance of official holidays.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) (or statutory if more generous)
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

# Your Benefits for:

# Singapore

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

## Health and Welfare Benefits At-a-Glance

### Comprehensive Healthcare coverage for you and your family:

- Medical: coverage includes inpatient, outpatient, maternity, and wellness/routine examinations
- Dental: coverage includes preventive treatment (x-rays, polish), major treatment (root canal, extractions, crowns) and orthodontia for children under age 18
- Vision: coverage includes one eye exam per year and an allowance for either lenses, eyeglass frames, or medically prescribed glasses

### Family Forming Benefit

- Zoom offers access to a family-forming network and financial assistance for services. Child Care Leave is provided as a regulatory benefit. Employees with a child below the age of 7 are entitled to 6 days of child care leave and employees with a child aged 7 to 13 are entitled to 2 days of child care leave.

### Comprehensive Welfare coverage for you:

- Term Life Insurance: SGD 300,000 benefit
- Total & Permanent Disability Insurance: SGD 300,000 benefit
- Personal Accident Insurance: SGD 300,000 benefit

### Monthly Contributions

Zoom pays 100% of the cost for you and your family enrolled in the benefits listed above.

## Retirement Benefits At-a-Glance

Zoom contributes towards the Central Provident Fund (CPF) as required.

## Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 18 - 27 days of annual leave based on tenure. Employees can carryover up to seven (7) days of annual leave from one year to the next. Those seven days will need to be taken before the end of the subsequent year.

## Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# Singapore

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Perk Benefits At-a-Glance (continued)

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# South Africa

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health, Welfare and Pension Benefits At-a-Glance

**Globalization Partners**, through South Africa's social programs provides

- Health Insurance
- Workers Compensation
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success

### Globalization Partners also provides these supplemental benefits

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Allowance for additional insurance

**Pension** – Included in the social charges

### Vacation Benefits At-a-Glance

15 days per year

## Your Benefits for:

# South Korea

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

#### Zoom provides comprehensive Healthcare coverage for you and your family:

- **Health:** includes outpatient coverage, hospitalization allowance, chiropractic care, and more. Any premium amount greater than 700,000 is subject to taxation.
- **Annual Health Check-up:** All regular full-time employees are eligible for one comprehensive health assessment per year. You will be notified by the PX Benefits team on how to access your annual health check benefit. This benefit is extended to dependents at a discounted rate 100% paid for by the employee.
- **Family Forming Benefit:** Zoom provides access to a Family Forming network and financial assistance for services.

### Welfare Benefits At-a-Glance

- Accidental Death / Accidental Disability
- Disease Death / Disease Disability
- Critical Illness coverage

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

#### Questions?

Local Broker Contact | CAPACITY KOREA LTD  
김태형대리 Direct: 02-3444-2709 Mobile: 010-3443-2446 E-mail: th.kim@capacitykorea.com

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Time Off & Leave Summary

# South Korea

This document is to act as a summary of policies offered for South Korea and may be updated at any point in time. This is only for informational purpose and does not constitute an employment contract. Please visit Workday and log any applicable time based on the information below.

### **Eligibility**

To utilize the below time off and leave policies, you must be a regular full-time employee. Interns, temporary, seasonal employees, and contingent workers employed with Zoom South Korea are not eligible to participate. Please find the summary of the time off and leave policies below. Employees hired will receive more information.

### **Time Off**

Taking time off is important to recharge, spend time with family and take care of personal matters. Zoom offers:

- Annual Leave
- Sick Leave
- Compassionate / Bereavement Leave
- Menstrual Leave
- Public Holidays

### **Leave of Absence (LOA)**

LOA is generally defined as approved time away from work for a specific reason—other than vacation or holiday. All leaves are in compliance with local, state and federal laws.

- Zoom's Paid Parental Leave (PPL)
- Childcare Leave
- Family Care Leave
- Medical Leave
- Fertility Treatment Leave

## Your Benefits for:

# Spain

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

#### Comprehensive Healthcare coverage for you and your family:

- **Medical:** includes inpatient, outpatient, and dental coverage

#### Comprehensive Welfare coverage for you:

- **Term Life Insurance:** 2x basic annual salary
- **Total Permanent Disability:** 2x basic annual salary
- **Personal Accident:** 2x basic annual salary

### Monthly Contributions

Zoom pays 100% of the cost for you and 50% for your family enrolled in the medical plan. Zoom also pays 100% of the cost for the welfare benefits listed above.

### Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

### Retirement Benefits At-a-Glance

Zoom contributes to the General Regime/National Social Security Institute as required.

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# Sweden

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health, Welfare and Pension Benefits At-a-Glance

**Globalization Partners**, through Sweden's social programs provides:

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Health Insurance

### Globalization Partners also provides these supplemental benefits

- Supplemental Medical Insurance

### Pension

- Included in the social charges
- Salary Sacrifice also available

### Vacation Benefits At-a-Glance

30 days per year depending on tenure

## Your Benefits for:

# Switzerland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment. Several benefits are offered as part of Switzerland's social scheme.

#### Monthly Contributions

Zoom pays a monthly allowance for supplemental medical coverage

#### Comprehensive Welfare coverage for you:

- **Group Term Life Insurance:** 2x basic annual salary
- **Group Total Permanent Disability:** 2x basic annual salary

#### Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

### Retirement Benefits At-a-Glance

Zoom offers eligible employees an allowance to contribute to your own personal pension plan in addition to the social scheme:

- 9.0% of base pay and commissions paid by Zoom, with equal contribution from employee
- 100'000 base pay cap and 100'000 commission cap

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal annual leave.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

*Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.*

## Your Benefits for:

# Taiwan

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health, Welfare and Pension Benefits At-a-Glance

**Globalization Partners**, through Taiwan's social programs provides:

- Health Insurance
- Labor Insurance
- Business Travel Insurance through AIG
- Labor Occupational Accident Insurance
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Supplemental Medical Insurance allowance

#### Pension

- Statutory mandatory retirement pension.

### Vacation Benefits At-a-Glance

15 days per year, as per local legislation.

## Your Benefits for:

# Thailand

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health, Welfare and Pension Benefits At-a-Glance

**Globalization Partners**, through Thailand's social programs provides:

- Health Insurance
- Disability Insurance
- Business Travel Insurance, including medical emergencies and repatriation
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Supplemental Medical Insurance allowance

#### Pension

- Mandatory contribution from 2% to 15% of your monthly pay to your retirement savings.

### Vacation Benefits At-a-Glance

10 days per year and 13 days statutory Public Holidays.

## Your Benefits for:

# Turkey

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health, Welfare and Pension Benefits At-a-Glance

**Globalization Partners**, through Turkey's social programs provides:

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Health Insurance
- Disability Insurance
- Supplemental Medical Insurance allowance

#### Pension

- Mandatory 12.5% contribution

### Vacation Benefits At-a-Glance

14 days per year depending on tenure

Your Benefits for:

# United Arab Emirates (UAE)

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

## Health, Welfare and Pension Benefits At-a-Glance

### Globalization Partners also provides these supplemental benefits

- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Supplemental Medical Insurance plan

## Vacation Benefits At-a-Glance

30 days per year depending on tenure

## Your Benefits for:

# United Kingdom

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on the first of the month following your day of employment

#### Comprehensive Healthcare coverage for you and your family:

- **Private Medical (fully medically underwritten):** includes inpatient, outpatient, and virtual GP services. This plan includes Vitality Wellness and discount programs.
- **Cash Plan:** reimbursement for out-of-pocket expenses relating to healthcare needs such as dental and optical

#### Comprehensive Healthcare coverage for you:

- **Term Life Insurance:** 4x basic annual salary
- **Long-Term Sickness & Disability:** 75% of basic annual salary after 13 weeks of incapacity

### Monthly Contributions

Zoom pays 80% of the cost for you and your family enrolled in the PMI plan and 100% for the Cash Plan. Zoom also pays 100% of the cost for the welfare coverage listed above.

### Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

### Retirement Benefits At-a-Glance

Zoom offers eligible employees access to a pension plan with the below contributions based on your basic salary:

- 4% of base pay contributed by Zoom
- 5% of base pay contributed by employee

### Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Zoom offers a work-from-home allowance based on the statutory requirements of each country to ensure our employees are set up for success
- Employee Stock Purchase Plan (ESPP)
- Free membership to a Financial Consulting platform for budgeting and financial education.
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance

## Your Benefits for:

# United Kingdom

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### **Perk Benefits At-a-Glance (continued)**

- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Post Parental Leave Career Re-Entry Coaching
- Zoomies have book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# United States - Hourly Employees

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents (including domestic partners) are eligible for benefits starting on the first of the month following your first day of employment.

#### Comprehensive Healthcare coverage for you and your family:

Medical Plans: Zoom provides a choice of three plans

- HMO (California, Colorado, Georgia, Washington)
- PPO (Anthem network)
- High Deductible Health Plan with Health Savings Account (Anthem network)

Dental Plans: Zoom provides FREE dental coverage for you and your dependents

- Enhanced Dental plan available

Vision Plans: Zoom provides FREE vision coverage for you and your dependents

- Enhanced Vision plan available

#### Comprehensive Income Protection coverage for you

Paid by Zoom

- Life Insurance: \$200,000 Life/AD&D policy
- Short- and Long-Term Disability: 60% of basic annual salary

Available to employees and dependents at additional cost

- Additional Life insurance
- Accident insurance
- Hospital Indemnity Plan
- Critical Illness Insurance
- Legal Plan

### Retirement Benefits At-a-Glance

Zoom offers a 401(k) plan with automatic enrollment and separate deferral percentage for bonuses. We match 50% of the first 3% of 401(k) contributions.

### Vacation Benefits At-a-Glance

Zoom observes 10 paid holidays per year and a rich Paid-Time-Off plan.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- After 6 months of working at Zoom, all Zoomies will receive 16 weeks of paid parental leave, including adoptions and foster placements. Birthing parents receive 6-8 weeks of additional paid parental leave.

## Your Benefits for:

# United States - Hourly Employees

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Perk Benefits At-a-Glance (continued)

- Book reimbursement and subscription to digital library for kids
- Employer Matching of Charitable contributions up to \$500 USD equivalent/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Book reimbursement for professional development, personal interest book(s) and reading subscriptions.
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# United States - Salaried Employees

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Health and Welfare Benefits At-a-Glance

All full time employees and dependents (including domestic partners) are eligible for benefits starting on the first of the month following your first day of employment.

#### Comprehensive Healthcare coverage for you and your family:

Medical Plans: Zoom provides a choice of three plans

- HMO (California, Colorado, Georgia, Washington)
- PPO (Anthem network)
- High Deductible Health Plan with Health Savings Account (Anthem network)

Dental Plans: Zoom provides FREE dental coverage for you and your dependents

- Enhanced Dental plan available at an additional cost

Vision Plans: Zoom provides FREE vision coverage for you and your dependents

- Enhanced Vision plan available at an additional cost

#### Comprehensive Income Protection coverage for you

Paid by Zoom

- Life Insurance: \$200,000 Life/AD&D policy
- Short- and Long-Term Disability: 60% of basic annual salary

Available to employees and dependents at additional cost

- Additional Life insurance
- Accident insurance
- Hospital Indemnity Plan
- Critical Illness Insurance
- Legal Plan

#### Additional Benefits

- Access to a Family Forming network and financial assistance for services.
- Free access to Certified Financial Planners for budgeting and financial education
- Free access to virtual physical therapy and ergonomic assessments
- Robust mental health benefit
- Post Parental Leave Career Re-Entry Coaching

### Retirement Benefits At-a-Glance

Zoom offers a 401(k) plan with automatic enrollment and separate deferral percentage for bonuses. We match 50% of the first 3% of 401(k) contributions.

### Vacation Benefits At-a-Glance

Zoom observes 10 paid holidays per year and a rich Paid-Time-Off plan.

## Your Benefits for:

# United States - Salaried Employees

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

### Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- After 6 months of working at Zoom, all Zoomies will receive 16 weeks of paid parental leave, including adoptions and foster placements. Birthing parents receive 6-8 weeks of additional paid parental leave.
- Post Parental Leave Career Re-Entry Coaching
- Employer Matching of Charitable contributions up to \$500 USD/year
- One-Time Zoom Store Allowance
- Business Travel Accident Insurance
- Book reimbursement for professional development, personal interest book(s) and reading subscriptions
- You can enroll in Zoom's Bring Your Own Device (BYOD) Policy with a BYOD allowance(s) and receive reimbursement up to 60 dollars, according to your location.

## Your Benefits for:

# United States - Salaried Employees

### Health and Welfare Benefits At-a-Glance

What you pay each month to have insurance.

Medical Plan	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Collective Health High Deductible Health Plan w/ HSA (Anthem Network)	\$0.00	\$143.00	\$128.00	\$205.00
Collective Health PPO 500 (Anthem Network)	\$100.38	\$333.57	\$261.22	\$524.69
Kaiser HMO (California)	\$122.52	\$269.59	\$220.56	\$379.86
Kaiser HMO (Colorado)	\$116.47	\$256.24	\$232.95	\$349.43
Kaiser HMO (Georgia)	\$102.45	\$225.40	\$184.41	\$317.59
Kaiser HMO (Washington)	\$118.39	\$260.46	\$213.10	\$367.00
Hawaii MSA	\$0.00	\$309.9 EE + 1	\$463.86 EE + 2 or more	\$463.86 EE + 2 or more
<b>Dental Plan</b>				
Delta Dental PPO Basic	\$0.00	\$0.00	\$0.00	\$0.00
Delta Dental PPO Enhanced	\$9.77	\$20.74	\$24.59	\$37.34
<b>Vision Plan</b>				
VSP Vision Basic	\$0.00	\$0.00	\$0.00	\$0.00
VSP Vision Enhanced	\$2.93	\$6.25	\$6.72	\$10.98
<b>Zoom's Monthly Contribution to your HSA Bank Account</b>				
Must be enrolled in the High Deductible Health Plan	\$62.50	\$133.00	\$133.00	\$133.00

## Your Benefits for:

# United States - Salaried Employees

### Income Protection Benefits

#### Life Insurance Plan

\$200,000 Life/AD&D policy, paid by Zoom

#### Disability Plan

Short- and Long-Term Disability: 60% of basic annual salary, paid by Zoom

#### Voluntary Life/AD&D Plan

Available to employees and dependents at additional cost: Additional Life insurance & Accident insurance

### Wellness Benefits

#### Financial Benefits

Free access to Certified Financial Planners for budgeting and financial education

#### Family Building Benefits

Access to a Family Forming network and financial assistance for services.

#### Mental Health Benefits

Robust mental health benefit

#### Physical Therapy Benefits

Free access to virtual physical therapy and ergonomic assessments

#### Vacation Benefits

Zoom observes 10 paid holidays per year, 7 sick days and My-Time-Off (MTO), an extended vacation policy.

### Workplace Benefits

#### Education Savings Plan

Save for future college costs, tuition for elementary or secondary private schools. Earnings grow tax-free and will not be taxed when the money is taken out to pay qualified expenses.

#### Book Reimbursement

Company-sponsored Epic! subscription and option to be reimbursed for you and your immediate family book purchases related to personal and professional development.

#### Charity Match Contributions

Employer Matching of Charitable contributions up to \$500 USD equivalent/year

#### Paid Parental Leave

Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)

#### Stock Purchase Plan

Employee Stock Purchase Plan (ESPP)

#### Retirement Benefits

Zoom offers a 401(k) plan with automatic enrollment and separate deferral percentage for bonuses

#### Company Swag

One-Time Zoom Store Allowance

## Your Benefits for:

# Uruguay

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

### Health and Welfare Benefits At-a-Glance

Globalization Partners, Partners, through Bosnia's social programs. This plan provides:

- The Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance.
- Health Support
- Unemployment
- Accident Support
- Zoom offers a Work-From-Home allowance to ensure our employees are set up for success and have the necessary tools to create and sustain an ergonomic and safe working environment at home.

**Pension** – Included in the social charges.

### Vacation Benefits At-a-Glance

Paid annually according to seniority.

