2027 BENEFIT SUMMARY FOR TEMPORARY/INTERN FULL-TIME EMPLOYEES

Temporary/Intern employees that work 30 or more hours per week are eligible for the benefits noted here. Most benefits will become effective on your date of hire, except for the Health Savings Account (HSA) and 401(k). For further details on our plans, please visit www.benefitsforeveryworld.com.

AETNA CONSUMER DRIVEN HEALTH PLAN (CDHP) MEDICAL PLAN WITH HEALTH SAVINGS ACCOUNT (HSA)

The CDHP with HSA, administered by Aetna and HealthEquity, combines the affordability of a high-deductible plan with the tax savings power of an HSA and the flexibility of a PPO plan. To be eligible to contribute to the HSA, you must be enrolled in the CDHP, have no other health coverage (including a spouse's FSA or HRA), must not be enrolled in Medicare, and must not be claimed as a dependent on someone else's tax return.

Preventive care (including preventive prescription drugs) is covered at 100% with no deductible, as long as you use in-network providers. Annual check-ups, health screenings, and ACA preventive prescription drugs (including birth control) are provided at no cost. Ensure your provider bills these services as preventive or routine rather than diagnostic.

Medical Coverage

Consumer Driven Health Plan (CDHP)

You pay the full cost of health care services and prescriptions until you meet your in-network annual deductible:
- $1,750 employee only
- $3,500 employee + dependent

Once you reach your in-network deductible, your plan starts paying benefits for covered services—you pay coinsurance.

You continue to share costs with your plan (plan pays 80% and you pay 20%) until you reach your in-network out-of-pocket maximum:
- $4,500 employee only
- $9,000 employee + dependent

Then, your plan pays 100% of eligible costs for the rest of the year.

Out-of-network coverage is available, but the coinsurance share will be 50% of allowable expenses and out-of-pocket limits are higher.

Health Savings Account (HSA)

The company automatically deposits $250/year into your account. Additionally, you can earn up to $1,000 (employee only) or $2,000 (employee + dependent(s)) from the Company by completing well-being activities through participation in Benefits@Play. The Company contributes this money to your HSA for use on eligible healthcare expenses. You can contribute your own pre-tax money, too (up to IRS limits).

HSA Tax* Advantages

With the HSA, you don't pay federal taxes on:
- Contributions—yours and the Company's
- Reimbursements on eligible medical expenses
- Interest and investment growth

You can spend your HSA funds at any time or save it.

**Please note the pre-tax benefits mentioned in this section may apply to federal taxes only. In California and New Jersey, HSA contributions and earnings are taxed. In New Hampshire and Tennessee, HSA earnings are taxed.*

WHEN TO ENROLL

If you want medical coverage, you must enroll within 30 calendar days of your hire date.

Otherwise, you can enroll or make changes to your elections during open enrollment or within 30 calendar days of experiencing a qualified life event. Examples of qualified life events include the birth of a baby, change in marital status, and loss of other medical coverage.

HOW TO ENROLL

Open Workday and select Benefits.

You can schedule a one-on-one meeting with a benefits specialist at

https://go.oncehub.com/ActivisionBlizzardbenefits

If you plan to enroll dependents, keep in mind:
- You will need to enter the date of birth (DOB) and gender for any enrolled dependents.
- You will need to enter the Social Security numbers for any dependents you enroll and provide dependent verification documents within 30 calendar days of your hire date.
- You will need to provide proof of relationship.

YOUR MEDICAL PLAN RATES

The CDHP premiums are deducted from each bi-weekly paycheck:
- $0 (Employee only)
- $80 (Employee + spouse/domestic partner)
- $68 (Employee + dependent child(ren))
- $108 (Family)

There is a $100 monthly Working Spouse/Domestic Partner Surcharge if your spouse/domestic partner works full time or 30+ hours per week, has access to medical insurance through their employer, and chooses ABK coverage instead.

You can view more details about the plan by visiting:
https://www.benefitsforeveryworld.com/health-and-wellbeing#medical

QUESTIONS?

Visit www.benefitsforeveryworld.com for plan information.

If you have questions, submit a Benefits SupportDesk ticket.

This document is intended to be a high level overview of our plan offerings. For full details on our plans, visit www.benefitsforeveryworld.com. Certain restrictions and limits may apply to each of the plans. If there is ever a conflict among the information provided in this document, the plan documents and the summary plan descriptions, the plan documents will govern. In addition, participation in the benefits program does not constitute a right to continued employment with the company. While it is the company's intent to continue these programs, we reserve the right to amend or terminate them at any time for any reason.

BENEFIT WALKTHROUGH FOR TEMPORARY FULL-TIME EMPLOYEES

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MEDICAL COVERAGE *Administered by Aetna*
You and your eligible dependent(s) can elect the Aetna CDHP plan which is accompanied by the HSA.

HEALTH SAVINGS ACCOUNT (HSA) *Administered by HealthEquity*
If enrolled in the CDHP and eligible for the HSA, you are eligible to receive the $250 employer contribution. Your HSA will be effective the first day of the following month, following your date of hire.

DENTAL COVERAGE *Administered by Delta Dental*
We offer a PPO plan and an HMO plan (in select states) that offer comprehensive coverage. Both dental plans offer orthodontia.

VISION COVERAGE *Administered by Vision Service Plan (VSP)*
The vision plan covers eye exams, eyeglass lenses, frames, contact lenses, LASIK, and other services.

BENEFITS@PLAY *Administered by Castlight*
You can earn a variety of incentives by participating in our well-being program. Points are earned by staying active, tracking food and sleep, and interacting with our benefit partners. The incentive structure varies based on the healthcare plan selected:

- CDHP
  - $1,000 for employee-only coverage
  - $2,000 for employee + dependents
- Waived medical coverage - earn points that can be used towards sweepstakes.

ACCIDENT INSURANCE *Administered by Aflac*
Accident insurance is designed to supplement medical insurance and provides lump-sum payouts for expenses resulting from off-the-job injuries or accidents. Covered expenses may include hospitalization due to a covered sickness, physical therapy, intensive care, fractures, and dislocations.

WHOLE LIFE INSURANCE *Administered by Unum*
Whole Life insurance is different from term life insurance in that it builds cash value for your use while alive. It includes a Long-Term Care (LTC) rider, offering monthly payments for family care expenses—facility costs, hospital bills, or in-home care by a licensed caregiver.

IDENTITY & DIGITAL PROTECTION *Administered by Aura*
Aura helps protect you and your family against cybercrime. They provide comprehensive credit and identity protection services with real-time alerts, proactive device and privacy protection for safe browsing, defense against hackers, data privacy, and list removal, allowing you to control how your personal data is used and sold on the internet.

HOLIDAYS
Each calendar year the company provides 10 holidays and a winter holiday break.

HEALTH TIME
Employees are eligible for 80 hours of health time each year. Health time is granted on January 1st or upon your hire date. Hours are prorated if you are hired April through December.

EMPLOYEE PERKS & DISCOUNTS

- 2 free games per year, plus discounts
- Discounted ABK gear
- Additional discounts include AT&T, T-Mobile, Apple, Dell, fitness memberships, banking, and more.

ADDITIONAL HEALTH BENEFITS The following benefits are available for you and your eligible dependents at no cost if you are enrolled in the Aetna CDHP:

- Video Doctor Visits from Doctor On Demand
- Prescription Discounts from Rx Savings Solutions
- Virtual Physical Therapy from Sword
- Chronic Disease Prevention from Newtopia
- Medical Second Opinions from Included Health
- Menopausal Health from Midi[1]
- Pre-Diabetes, Type 2 Diabetes, and Healthy Weight Support from Twin Health
- Fertility & Family Building Support by Kindbody[1]

[1]*Subject to deductibles and coinsurance.*

MENTAL HEALTH, COACHING, & SUBSTANCE USE SUPPORT
Administered by Spring Health
Employees and their eligible dependents each receive 12 sessions of coaching and 12 sessions of counseling per year at no cost. Substance use support, medication management, group conversations, and digital exercises to address burnout, anxiety, sleeplessness, and more, are also available.

CRITICAL ILLNESS INSURANCE *Administered by Aflac*
Critical illness insurance can supplement medical insurance by providing a lump-sum payout for certain illnesses or events. Covered conditions may include cancer, heart attack, stroke, major organ failure, and kidney failure. Benefits are paid tax-free, ranging from $10,000 to $30,000. This coverage also provides a payout for an annual preventive health screening.

LEGAL SERVICES *Administered by MetLife*
The company offers you the opportunity to purchase a legal plan, providing access to a nationwide network of 18,000+ experienced attorneys for unlimited consultations and representation in covered legal matters. There are no copays, deductibles, claim forms, or waiting periods.

401(K) PLAN (Temporary Employees Only) *Administered by Fidelity*
Temporary employees who are age 21+ become eligible to participate in the plan after completing six months of service. You have the opportunity to save for retirement on a Traditional pre-tax or Roth post-tax basis. The company matches 25% of your contributions to the Traditional and/or Roth 401(k), and you are immediately vested in the company match. Additionally, you can contribute up to the IRS 415(c) limit on an after-tax basis. You will be automatically enrolled with a 1% pre-tax contribution rate of your salary unless you choose to opt out of the plan when you become eligible to participate.

EMPLOYEE STOCK PURCHASE PLAN (ESPP) *Administered by Fidelity*
Employees expected to be employed for more than five months in a calendar year are eligible to participate. The ESPP gives employees the opportunity to purchase Microsoft stock at a 10% discount through payroll deductions (1–15% of eligible compensation) during each three-month offering period. Participation is subject to the plan's terms and governing documents.

OTHER BENEFITS

- Auto, home, and renters' insurance from multiple carriers
- Home Disaster Insurance from Recoop
- Pet insurance from Nationwide
- 529 college savings plan from Fidelity
- Family care support benefits, including child, elder, pet, and tutoring from Care.com
- Travel assistance while on vacation from Aflac
- Pet Telehealth from Airvet
- Care Coordination from Wellthy
- Child Development Support from RethinkCare
- Lactation and breastfeeding support from Care.com
- Banking and mortgage benefits from Bank of America
- Student loan refinancing and personal loan benefits from SoFi
- Early wage access and financial wellness resources from Payactiv

CONTACT INFORMATION
Website: www.benefitsforeveryworld.com
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