2025 TD SYNNEX Benefits At A Glance

This summary provides a brief overview of the benefits provided to eligible coworkers. Full-time regular new hires working 30+ hours a week are eligible for most benefits as of the first of the month after their hire date. Eligible dependents include your legal spouse or domestic partner and biological, adopted, step or children whom you have legal guardianship over up to age 26.

One-of-a-Kind Support

We know that benefits can be confusing and hard to navigate. With that in mind, TD SYNNEX provides one-of-a-kind support through Quantum Health, your personal health advocate and care navigation partner. Quantum Health is a team of experts that will be available to help with all your healthcare questions and needs at no additional cost. Think of Quantum Health as your dedicated team of nurses, claims specialists, and benefits experts that can assist with:

- Answering claims, billing, and benefits questions
- Finding in-network providers
- Verifying coverage and getting prior approval if needed
- Contacting providers to coordinate care
- Reviewing your care options
- Replacing ID cards

When you need help, they will be just a tap, click, chat, or call away!

Benefit	Coverage Options
Medical	Coworkers have the choice between three (3) medical plan options through Anthem BCBS. Pharmacy benefits are administered by OptumRx. ■ **Anthem PPO**—You pay flat copays for various procedures, visits, and medications which are not subject to the deductible. The plan pays 80% for most other services after the in-network deductible of $900 (Individual) or $1,800 (Family). ■ **Anthem HDHP Low Deductible**—The plan pays 80% for most covered services after the in-network deductible of $1,650 (Individual) or $3,300 (Family). ■ **Anthem HDHP High Deductible**—The plan pays 75% for most covered services after the in-network deductible of $2,700 (Individual) or $5,400 (Family). Coworkers based in California and Colorado also have two (2) more medical options through Kaiser. ■ **Kaiser HMO**—The plan has no deductibles, and you pay a copay for services. ■ **Kaiser HDHP**—The plan pays 80% for most covered services after the in-network deductible of $2,000 (Individual) or $4,000 (Family). *Note: All plans include 100% coverage for in-network preventive visits. California and Colorado Kaiser plans differ slightly; please refer to plan documents for more information.*
Dental	Delta Dental PPO—The plan provides services for preventive, basic, and major dental care up to $1,750 per person per year. The plan also includes an orthodontia lifetime maximum benefit of up to $1,750.
Vision	VSP Vision—The plan includes an annual eye exam, lenses, and contacts every 12 months. The plan includes frames every 24 months.

Health Savings Account (HSA)	Coworkers enrolled in an HSA eligible medical plan can participate in a Health Savings Account (HSA) based on IRS eligibility rules. TD SYNNEX contributes lump sum funding towards coworker HSAs. Contributions are prorated based on hire date.
	■ **Anthem HDHP Low Deductible & Kaiser HDHP Plans**
	  ■ $500 (Individual)
	  ■ $1,000 (Family)
	■ **Anthem HDHP High Deductible Plan**
	  ■ $250 (Individual)
	  ■ $500 (Family)

Flexible Spending Account (FSA)	Enroll in a Flexible Spending Account (FSA) to pay for health and dependent care expenses with tax-free dollars. ■ Healthcare FSA (For PPO or HMO Participants) ■ Limited Purpose FSA (For HDHP Participants) ■ Dependent Care FSA (For All Participants)
Basic Life and AD&D Insurance	This benefit is paid for by TD SYNNEX. ■ Basic Life Insurance—1× your annual salary ($50,000 Minimum; $250,000 Maximum) ■ Basic AD&D Insurance—1× your annual salary ($50,000 Minimum; $250,000 Maximum)
Short-Term & Long-Term Disability Insurance	This benefit is paid for by TD SYNNEX. ■ Short-Term Disability (STD)—This replaces 60% of your base earnings up to $2,889 per week for up to 26 weeks. ■ Long-Term Disability (LTD)—This replaces 60% of your base earnings up to $12,500 per month.
Life Empowerment Assistance Program (LEAP)	The Life Empowerment Assistance Program (LEAP) provides confidential counseling, aware mindfulness coaching, work/life services, and discounts on various products and services at no cost to you. You can receive support for a wide range of personal issues, such as: stress and emotional health, substance abuse, parenting and child or elder care, financial coaching, legal consultation, and more.
401(k) Retirement Savings Plan	This benefit allows you to set aside pre-tax and Roth dollars annually towards your retirement. You're eligible to contribute starting on the first day of the month following 30 days of employment and are automatically enrolled at 3% pre-tax contributions. TD SYNNEX matches 50% of the first 6% you contribute on the first of the month after six months of service (up to applicable IRS limits).
Voluntary Benefits	■ Accident Insurance* ■ Critical Illness Insurance* ■ Hospital Indemnity Insurance* ■ Identity Theft Protection ■ Legal Plan* ■ Pet Insurance ■ Discount Center * *These plans are only available during the initial enrollment period, qualifying life events, and open enrollment.*
Paid Time Off	TD SYNNEX offers paid time off for vacation, sick time for illness, paid parental leave, paid family leave, bereavement leave, and community service volunteer hours. Please refer to the policy documents for information on eligibility, accrual, and specific leave policies and holidays.
Other Perks	Coworkers can take advantage of additional programs and perks such as: ■ Well-Being Program ■ Maven Family Planning and Menopause Support ■ Flexible Work Arrangements

The 2025 TD SYNNEX Benefits at a Glance is an overview of benefits effective from 1/1/2025 through 12/31/2025 and does not provide a complete description of all benefit provisions. For more detailed information, please refer to your plan benefit booklets or summary plan descriptions (SPDs). The plan benefit booklets determine how all benefits are paid.

TD SYNNEX | hyve solutions