

# US BENEFITS PROGRAM

Goldman Sachs knows that to be successful we must attract, retain and motivate people from many backgrounds and perspectives. That is why we are proud to offer a highly competitive benefits program as part of the total reward of working at the firm. The following benefits and offerings are generally available to active, non- temporary, full-time and part-time US employees who work at least 20 hours per week.

## Healthcare, Insurance and Other Benefits

WHEN COVERAGE TAKES EFFECT	<ul style="list-style-type: none"> <li>Coverage, if elected, generally takes effect on your first day of employment</li> </ul>
ELIGIBLE DEPENDENTS	<ul style="list-style-type: none"> <li>Coverage for spouse, same or opposite sex domestic partner and children up to age 26</li> </ul>
HEALTHCARE: MEDICAL AND PRESCRIPTION DRUG	<p><b>Medical</b></p> <ul style="list-style-type: none"> <li>Medical coverage available from two preferred provider organization (PPO) plan options and two high-deductible health plan options</li> <li>No pre-existing condition limitations</li> <li>Generally, no lifetime maximum limitations for coverage</li> </ul> <p><b>Prescription drug</b></p> <ul style="list-style-type: none"> <li>Retail/mail order prescription drug coverage</li> </ul> <p><b>Cost</b></p> <ul style="list-style-type: none"> <li>Majority of premiums subsidized by the firm</li> <li>Premiums are generally paid for with pre-tax employee contributions and are based on level of Total Compensation*, plan options elected and number of individuals covered</li> </ul>
DENTAL INSURANCE	<ul style="list-style-type: none"> <li>Dental coverage available from a PPO plan option and health maintenance organization (HMO) plan option</li> <li>Ability to visit any dental provider under PPO option. Must go to in-network provider under HMO option</li> <li>Coverage for diagnostic and preventive care and basic/major restorative care up to \$2,000 annually per individual for PPO option. No limit applied to HMO option.</li> <li>Premiums are generally paid for with pre-tax employee contributions</li> </ul>
VISION INSURANCE	<ul style="list-style-type: none"> <li>In- and out-of-network benefits for eye examinations, eyeglass lenses, frames, and contact lenses</li> <li>Premiums are generally paid for with pre-tax employee contributions</li> </ul>
SHORT-TERM DISABILITY INSURANCE	<ul style="list-style-type: none"> <li>Coverage of 100% of base salary for up to 26 weeks in a rolling 52-week period if unable to work due to pregnancy or a qualifying illness/injury</li> <li>No cost to the employee (except in California)</li> </ul>
LONG-TERM DISABILITY INSURANCE	<p><b>Core coverage (at no cost to the employee)</b></p> <ul style="list-style-type: none"> <li>Coverage of 50% of Total Compensation* (maximum monthly benefit of \$12,000) if disability lasts longer than 26 weeks in any 52-week period and approved by Prudential Insurance Company</li> </ul> <p><b>Optional coverage (after-tax cost to the employee)</b></p> <ul style="list-style-type: none"> <li>Additional employee-paid group coverage equal to 10% of your Total compensation*, up to a maximum monthly benefit of \$3,000, is also available</li> </ul> <p><b>Supplemental disability income coverage (after-tax cost to the employee)</b></p> <ul style="list-style-type: none"> <li>Voluntary supplemental coverage of up to an additional maximum benefit of \$20,000 per month. When combined with the 50% firm provided and 10% optional group LTD coverage, SDI can provide income protection of up to 75% of your eligible Total Compensation*, with a maximum benefit of \$35,000 per month.</li> <li>Paid for with after-tax employee contributions (guaranteed premiums until age 65)</li> </ul>

LIFE INSURANCE	<p><b>Basic coverage</b></p> <ul style="list-style-type: none"> <li>Employee coverage of 1.5 times Total Compensation* (maximum coverage of \$200,000)</li> <li>No contributions by the employee (however, the premium costs for coverage in excess of \$50,000 are taxable to the employee)</li> </ul> <p><b>Optional coverage</b></p> <ul style="list-style-type: none"> <li>Additional employee coverage: Voluntary coverage from 1 to 8 times Total Compensation* (maximum coverage of \$4,000,000)</li> <li>Spouse/domestic partner coverage: Voluntary coverage in multiples of \$25,000 up to 100% of the sum of firm- provided employee basic coverage and optional coverage (maximum coverage of \$500,000)</li> <li>Paid for with after-tax employee contributions</li> <li>Includes estate resolution and will preparation services at no cost</li> </ul>
BUSINESS TRAVEL ACCIDENT INSURANCE	<ul style="list-style-type: none"> <li>Coverage of five times Total Compensation* (maximum coverage of \$2,000,000)</li> <li>No cost to the employee</li> </ul>
MEDICAL BENEFITS ABROAD	<ul style="list-style-type: none"> <li>Provides global emergency and non-routine healthcare coverage to employees and their eligible dependents while travelling on firm business outside the employee's country of permanent assignment</li> <li>No cost to the employee</li> </ul>
PERSONAL ACCIDENT INSURANCE	<ul style="list-style-type: none"> <li>Voluntary coverage for the employee and eligible dependents in the case of accidental death or dismemberment in multiples of \$10,000 up to \$1,000,000 (coverage above \$500,000 limited to 10 times Total Compensation*)</li> <li>Paid for with after-tax employee contributions</li> </ul>
PERSONAL EXCESS LIABILITY INSURANCE	<ul style="list-style-type: none"> <li>Additional voluntary liability protection for the employee, spouse, domestic partner, and relatives who reside with the employee if a lawsuit exceeds the coverage provided under automobile, homeowner's, tenant's, recreational vehicle, or watercraft insurance</li> <li>Coverage also includes personal injury suits – such as libel, slander, or defamation of character – which generally are not covered by primary insurance policies</li> <li>Paid for with after-tax employee contributions</li> </ul>
FLEXIBLE SPENDING ACCOUNTS (FSA)	<p><b>Healthcare FSA (General Purpose or Limited Purpose)</b></p> <ul style="list-style-type: none"> <li>Employee pre-tax contributions up to the annual IRS limit for eligible healthcare expenses</li> <li>A limited balance may be carried over to the following plan year. Any unused annual contribution amounts not permitted to be carried over are generally forfeited</li> </ul> <p><b>Dependent Care FSA</b></p> <ul style="list-style-type: none"> <li>Employee pre-tax contributions up to the annual IRS limit for eligible dependent care expenses</li> <li>Unused annual contribution amounts are generally forfeited</li> </ul>
HEALTH SAVINGS ACCOUNT (HSA)	<ul style="list-style-type: none"> <li>Available to employees enrolled in a high-deductible health plan option only</li> <li>\$500 / \$1,000 firm contribution if enrolled by December 1 (individual / family coverage)</li> <li>Additional employee contributions on a pre-tax basis up to the maximum annual IRS limits</li> </ul>
FERTILITY BENEFIT	<ul style="list-style-type: none"> <li>Lifetime maximum benefit of \$30,000 for medical expenses and \$15,000 for prescription drugs available when enrolled in a firm medical plan; requires registration with WINFertility</li> <li>Participants who do not register and/or choose not to seek services through WINFertility will be subject to a \$12,000 lifetime maximum benefit for medical expenses, and \$10,000 for prescription drugs</li> </ul>
COMMUTER BENEFIT	<p><b>Transit (ferry, subway, train, bus) and van pool</b></p> <ul style="list-style-type: none"> <li>Pre-tax employee contributions up to the maximum monthly legal limit</li> </ul> <p><b>Parking</b></p> <ul style="list-style-type: none"> <li>Pre-tax employee contributions up to the maximum monthly legal limit</li> </ul>
VOLUNTARY INSURANCE	<p>Additional voluntary insurances to cover certain unexpected expenses associated with serious illness, accidental injury or hospital stays. Paid for with after-tax employee contributions.</p> <p><b>Critical Illness Coverage</b></p> <ul style="list-style-type: none"> <li>Pays a lump sum benefit when you are diagnosed with a qualifying serious illness</li> </ul> <p><b>Accidental Injury Coverage</b></p> <ul style="list-style-type: none"> <li>Pays a lump sum benefit for qualifying accidental injuries</li> </ul> <p><b>Hospital Indemnity Coverage</b></p> <ul style="list-style-type: none"> <li>Pays a lump sum benefit when you are admitted inpatient (i.e., overnight) to a hospital</li> </ul>
METLIFE LEGAL SERVICES PLAN	<p>The Legal Services Plan is designed to cover certain unexpected legal expenses. If enrolled in the Legal Services Plan, employee will have access to a network of attorneys to handle common issues if they arise. Paid for with after-tax employee contributions. The plan includes:</p> <ul style="list-style-type: none"> <li>Full coverage, from advice and consultation to representation, for many common legal matters</li> <li>Online tools to help complete estate planning documents, download self-help legal forms and access to send questions directly to attorneys</li> <li>No copay, deductibles or claim forms when using a network attorney for a covered matter</li> </ul>
DOCTOR ON DEMAND BY INCLUDED HEALTH	<ul style="list-style-type: none"> <li>Provides employees and their covered dependents with 24/7 access to virtual healthcare from board-certified physicians, therapists and psychiatrists</li> </ul>

## Retirement

401(K)	<ul style="list-style-type: none"> <li>• Employee 401(k) contributions on a before-tax, Roth and/or after-tax basis through deductions from salary and/or year-end discretionary cash bonus</li> <li>• 401(k) dollar-for-dollar matching contributions from the firm of up to 6% of annual Total Compensation** capped at \$12,500</li> <li>• Additional 2% fixed contribution for employees with Total Compensation less than \$125,000</li> <li>• Employees are 100% vested in firm contributions after completing two years of service</li> <li>• Employees become eligible to earn firm contributions the first of the month following hire date</li> <li>• Broad range of investment offerings</li> <li>• Rollovers from prior employers' qualified plans accepted</li> </ul>
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\* For the purpose of the Healthcare and Insurance Plans, Total Compensation generally means a five-year moving average of your annual salary, commissions, and any discretionary year-end cash bonus payment (excluding overtime). For newly hired individuals, Total Compensation generally includes the compensation amount indicated on your offer letter

\*\* For the purposes of the 401(k) Plan, the firm determines Total Compensation on a calendar year basis and generally includes all of the pay reported on your annual Form W-2. Total Compensation is limited to compensation paid while eligible for firm contribution

## Personal Finance

PERSONAL FINANCE CENTER	<p>The Personal Finance Center (PFC) provides an integrated set of tools and resources to help you navigate your financial priorities and achieve your goals.</p> <ul style="list-style-type: none"> <li>• <b>Education Center:</b> The PFC provides access to financial resources and services on a variety of topics and includes informative articles, tools and calculators to address a spectrum of financial needs based on personal goals and life events, in addition to linking relevant benefits and wellness offerings</li> <li>• <b>Your Financial Dashboard (Ayco360):</b> Provides a consolidated platform to centralize your financial accounts, track daily spending patterns and asset allocation, as well as investments in one organized view</li> <li>• <b>Financial Coaching:</b> All US-benefits eligible employees have unlimited access to one-on-one financial coaching with a Goldman Sachs Ayco Financial Coach <b>at no cost to you</b> who can help you navigate financial needs, address questions, identify goals, and maximize your firm benefits</li> <li>• <b>Access the PFC:</b> HCMforYou at GSWeb &gt; HCMforYou &gt; Explore the Personal Finance Center</li> </ul> <p><b>Financial Wellness Learning Series:</b> A variety of live financial education seminars are hosted each month to support your financial needs and deliver timely content promoted via the monthly Financial Wellness Newsletter e-mailed to you</p>
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## Wellness\*\*\*

HEALTH SERVICES	<p><b>In New York ,Jersey City, Salt Lake City and Dallas</b></p> <ul style="list-style-type: none"> <li>• On-site health centers providing access to medical services for preventive and urgent care needs. Non-preventive services are on a fee-for-service basis.</li> <li>• Prescription drug delivery</li> <li>• Nutrition Services, including medical nutrition management and general nutrition coaching (on-site vs. virtual delivery dependent on office location)</li> </ul> <p><b>New York only</b></p> <ul style="list-style-type: none"> <li>• On-site specialty health services providing access to dermatology, gynecology, orthopedics physiatry, psychiatry and primary care. Services are by appointment only, on a fee-for-service basis.</li> <li>• On-site physical therapy</li> </ul> <p><b>All locations</b></p> <ul style="list-style-type: none"> <li>• Comprehensive physical program</li> <li>• Critical Health Solutions (medical advocacy)</li> <li>• Employee Assistance Program (with on-site services in New York, Jersey City, Salt Lake City and Dallas)</li> <li>• Ergonomics program</li> <li>• Medical leaves of absence and occupational health</li> <li>• Accommodations for disabilities and special needs</li> <li>• Telephonic smoking cessation program</li> <li>• LGBTQ+ Health concierge provides access to dedicated care coordinators specialized in LGBTQ+ healthcare matters to provide guidance, provider matching, advocacy and education</li> </ul>
CHILD/FAMILY CARE	<ul style="list-style-type: none"> <li>• Adult Care Coordinator services which provides personalized support to employees in navigating the firm’s comprehensive adult care offerings and assistance with accessing adult care evaluations, referrals, and legal guidance</li> <li>• Back-up family care program provides access to on-site (New York) or near-site (Salt Lake City) child care centers and in-home agencies that provide care for both well/mildly ill children and adult/elder family members</li> <li>• Infant transition care program for children ages three to twelve months available to help new parents ease into full-time child care arrangements</li> <li>• Adoption transition care program for children three months through twelve years for usage within the twelve months immediately following an adoption</li> <li>• Military transition care program for additional care during the 30 days prior and up to 90 days after the activation period ends</li> </ul>
PATHWAYS TO PARENTHOOD	<ul style="list-style-type: none"> <li>• The firm offers stipends to assist with the expenses associated with adoption, egg retrieval, egg donation and surrogacy</li> </ul>
EXPECTANT PARENT RESOURCES	<ul style="list-style-type: none"> <li>• Expectant Parent Coordinator             <ul style="list-style-type: none"> <li>— Provides personalized support to employees and managers in navigating the firm’s comprehensive expectant parent offerings</li> <li>— Holds weekly expectant parent walk through call for employees and spouses/domestic partners</li> <li>— Provides assistance with adoption, surrogacy and fertility</li> </ul> </li> <li>• On-site lactation rooms; 24/7 access to lactation consultants for employees and spouses/domestic partners. In addition, breast pumps and accessories are covered under the Goldman Sachs healthcare plans</li> <li>• MilkShip program allows working mothers to safely ship breast milk home when on business travel at no cost</li> </ul>
FITNESS RECREATION SERVICES	<ul style="list-style-type: none"> <li>• Fitness reimbursement program             <ul style="list-style-type: none"> <li>— All US employees and their eligible dependents (ages 12 and over), who are enrolled in a Goldman Sachs US medical plan, are eligible to receive up to a \$250 reimbursement (\$150 per dependent) per six-month reimbursement period for eligible fitness or recreational activities that promote cardiovascular wellness</li> </ul> </li> <li>• On-site fitness centers: New York, Jersey City, and Chicago             <ul style="list-style-type: none"> <li>— Membership includes access to state-of-the-art fitness equipment , group fitness classes such as boxing and yoga, complimentary fitness consultation, workout clothing, private permanent locker and shower amenities</li> <li>— Personal Training and Pilates Reformer (NY only) are available by appointment only, on a fee-for-service basis.</li> </ul> </li> <li>• Teams and leagues program             <ul style="list-style-type: none"> <li>— Provides opportunities to participate in a broad range of teams, leagues and recreational activities</li> </ul> </li> </ul>

LEAVE OF ABSENCE	<ul style="list-style-type: none"> <li>• <b>Marriage/domestic partner leave:</b> One additional week of vacation during the year that an employee marries or registers a domestic partnership in a jurisdiction that allows such registration (must complete one year of service to be eligible)</li> <li>• <b>Parenting leave:</b> Employees welcoming a child through adoption or birth, including surrogacy, are eligible for 20 weeks of leave time</li> <li>• <b>Family care leave:</b> Employees are eligible for four weeks of Family Care Leave to care for family members with serious health conditions, due to military deployment; foster care placement of a child in employee's home; death of an immediate family member; miscarriage / stillborn birth suffered by yourself, spouse / partner or surrogate.</li> <li>• <b>Bereavement leave:</b> Up to five days of paid leave in the event of death of a non-immediate family member</li> <li>• <b>Sabbatical leave:</b> Six weeks of unpaid time off for tenured employees with 15+ years of service and two additional weeks unpaid time off every five years thereafter</li> </ul>
WORK/LIFE RESOURCES	<ul style="list-style-type: none"> <li>• Counseling, education, and referral services and resources are available to help save time/reduce stress while managing personal and professional responsibilities</li> <li>• meQuilibrium is a personalized, online, third-party tool available to all employees and is designed to strengthen personal resilience, increase productivity and enhance overall wellbeing</li> </ul>

\*\*\* Certain benefits may be taxable to the employee.

## Other Employee Offerings

EDUCATION AND SCHOLARSHIPS	<ul style="list-style-type: none"> <li>• Tuition reimbursement generally provided up to \$10,000 per calendar year for undergraduate or graduate courses; degrees are required to be job related; one-year service requirement</li> <li>• Educational scholarships for dependents of employees; one-year service requirement</li> <li>• Certain benefits may be taxable to the employee</li> </ul>
EMPLOYEE OFFERS	<ul style="list-style-type: none"> <li>• Employee Discounts and Services Program</li> <li>• Entrance to the Arts Program</li> <li>• Mortgage Referral Program</li> <li>• Discounted Banking and Loans</li> </ul>
EMPLOYEE INVESTING SERVICES (EIS)	<ul style="list-style-type: none"> <li>• Offers investment education, portfolio allocation services, and trading execution for employees to help them pursue their personal investing objectives</li> </ul>
REIMBURSEMENT FOR MEALS/TRAVEL BEYOND NORMAL BUSINESS HOURS	<ul style="list-style-type: none"> <li>• Meals: Reimbursement up to \$30 per meal is provided for those in the office on weekends and after 8 p.m. on week nights</li> <li>• Travel: Car service to and from work is available any time on weekends and home from work after 10 p.m. on week nights as an alternative to public transportation</li> </ul>

# About Our US Holiday and Vacation Policies

In the US, the firm recognizes ten public holidays. In addition, employees are generally eligible for vacation as follows<sup>1</sup>:

Title		Entitlement
<b>Managing Director</b>		Flexible Vacation (i.e., no fixed vacation entitlement)
<b>Vice President</b>	Up to 10 years of service	28 days
	Over 10 years of service	32 days
<b>Associate</b>		25 days
<b>Analyst</b>		20 days
<b>Support</b>	Up to 5 years of service	20 days
	Between 5 to 20 years of service	25 days
	Over 20 years of service	30 days
<b>Specialist</b>	Up to 5 years of service	20 days
	Over 5 years of service	25 days

<sup>1</sup>New employees are eligible for a pro-rated vacation entitlement.

*This summary is provided for informational purposes only and is not intended to set forth all of the terms and conditions of Goldman Sachs' various benefit plans and employee offerings. In the event of a conflict between this summary and the official plan documents, the plan documents govern. Goldman Sachs reserves the right, in its discretion, to amend, modify or terminate any or all of its benefit plans, programs or arrangements, in whole or in part, at any time and from time to time, including, without limitation, the right to increase costs and/or reduce or eliminate any contribution to any such plan, program or arrangement. Goldman Sachs also may need to adjust any or all of the benefit plans and/or employee offerings it provides in order to comply with applicable laws or regulations. No person speaking on behalf of Goldman Sachs or any of the benefit plans can amend the plans through a verbal or written statement without a plan amendment. Neither this summary nor participation in any of the benefit plans or employee offerings described herein constitutes a promise of continuing employment with Goldman Sachs.*