



TALEND U.S. BENEFITS OVERVIEW

Effective January 1, 2022

Talend offers highly competitive benefits that support you and your family's well-being, including medical, dental, and vision plans at a low cost to the employee. Our benefits are available to you, your spouse/domestic partner, and eligible dependents.



Eligibility: You are eligible for health, dental, vision, savings accounts, life, and disability plans on your date of hire. Voluntary Accident and Hospital Indemnity plans are effective the first of the month following your date of hire.

All health/life/voluntary benefits are elected through Workday (via Okta).

CORE BENEFITS OVERVIEW

| CA MEDICAL PLANS | NATIONAL MEDICAL PLANS | VISION | DENTAL |
|----------------------------|----------------------------|--------|-----------|
| Kaiser HDHP* Kaiser HMO | Anthem HDHP* Anthem PPO | VSP | Delta PPO |

*HDHP = High Deductible Health Plan with a Health Savings Account

| HEALTH SAVINGS ACCOUNT | FLEXIBLE SPENDING ACCOUNTS | SUPPLEMENTAL EMPLOYEE BENEFITS TO PURCHASE | 100% EMPLOYER PAID |
|--|--|---|---|
| <p>Talend Contributes:</p> <p>Employee Only Election - Up to \$1,400/yr Family Election - \$2,800/yr</p> <p>IRS max contribution 2022 including Talend contributions:</p> <p>Employee Only - \$3,650/yr Family - \$7,300/yr Age 55+ additional \$1,000/yr at each level</p> | <p>Health FSA - Full or Limited Purpose (LP) : Medical, dental and vision expenses for yourself and dependents. LP FSA is for use with HDHP (dental/vision only)</p> <p>Health FSA Max - \$2,750</p> <p>Dependent Care: Pay for certain childcare expenses Household Max - \$5,000</p> <p>Pre-Tax Commuter Spending Account - Up to \$270/month</p> | <ul style="list-style-type: none"> Supplemental Life & Accidental Death and Dismemberment (AD&D) Voluntary Hospital Gap Voluntary Accident Voluntary Critical Illness | <p>Company Provided:</p> <ul style="list-style-type: none"> Employee Assistance Program (EAP) Short-Term Disability (STD) Long-Term Disability (LTD) Basic Life and AD&D Business Travel/Accident Headspace |

401(k) PLAN

Talend sponsors a 401(k) retirement plan through Fidelity for all eligible employees. You are eligible and automatically enrolled the first of the month following 60 days of employment. All elections are made at www.401k.com. You may contribute to the plan via pre-tax contributions and ROTH. A separate option is available for bonus/commissions earnings. Talend provides a match of 100% of the first 4% of eligible compensation deferral.

Important Reminder: During the Workday onboarding process, please provide any contributions you have made with a previous employer during the current year to remain in compliance with annual IRS maximums.

Questions: Contact the Vita Team at (650) 968-8811, talend@vitamail.com, or via Slack.

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EMPLOYEE HEALTH:

Bi-weekly Per Pay Period Contributions 2022

| PLAN TYPE | Anthem PPO | Anthem or Kaiser HDHP | Kaiser HMO | DENTAL | VISION |
|------------------|------------|-----------------------|------------|---------|--------|
| Employee Only | \$86.31 | \$17.54 | \$53.08 | \$6.00 | \$0.46 |
| Emp + Spouse | \$230.77 | \$97.38 | \$148.15 | \$18.92 | \$2.31 |
| Emp + Child(ren) | \$182.77 | \$71.08 | \$116.31 | \$14.31 | \$2.31 |
| Emp + Family | \$339.69 | \$157.38 | \$219.69 | \$35.54 | \$4.62 |

EMPLOYEE HEALTH: Plan Details 2022

| MEDICAL COVERAGE | | | | |
|-------------------------------|-----------------------------|----------------|-----------------------------|----------------------------|
| PLAN TYPE | Anthem HDHP | Anthem PPO | KAISER HDHP | KAISER HMO |
| NETWORK | In-Network | In-Network | California Only In-Network | California Only In-Network |
| HSA Funding (12 Months) | \$1,400 ind. / \$2,800 fam. | N/A | \$1,400 ind. / \$2,800 fam. | N/A |
| Deductible: Individual | \$2,800 | \$250 | \$2,000* | None |
| Deductible: Family | \$5,600 | \$500 | \$4,000 | None |
| Out-of-Pocket Max: Individual | \$5,000 | \$2,250 | \$3,000 | \$1,500 |
| Out-of-Pocket Max: Family | \$10,000 | \$4,500 | \$6,000 | \$3,000 |
| Preventive Care | No Charge | No Charge | No Charge | No Charge |
| Office Visit | 0% | \$20 | \$30 | \$15 |
| Hospitalization | 0% | 20% | \$250 | No Charge |
| Outpatient Surgery | 0% | 20% | \$150 | \$15 |
| Rx (Retail) | \$15/\$40/\$60 | \$15/\$35/\$50 | \$10/\$30/20% | \$15/\$30/30% |

*See Summary of Benefits 2022 for details about the individual deductible within the family deductible

| DENTAL COVERAGE | |
|-------------------|---|
| PLAN TYPE | DELTA PPO |
| Network | In-Network Out-of-Network |
| Calendar Year Max | \$2,500 per covered member |
| Annual Deductible | \$25/\$75 \$25/\$75 |
| Preventive Care | 0% 0% |
| Basic Procedures | 10% 20% |
| Major Procedures | 40% 50% |
| Orthodontia | ALL: 50% to \$2,000 lifetime maximum/person (Adult & Child) |

| VISION COVERAGE | |
|-------------------------|--|
| PLAN TYPE | VSP |
| NETWORK | In-Network* |
| Exam | \$10 1 Per Calendar Year |
| Lenses | \$25 1 Per Calendar Year |
| Frames | \$150 Allowance + 20% off balance 1 Per Calendar Year |
| Elective Contact Lenses | \$150 Allowance In Lieu of Lenses |

*Out-of-network benefits available at additional cost

Important Note for Qualifying Life Events (e.g. marriage, birth, divorce): To make any benefit changes, you must report the change through Workday within 30 days of the event. Please be sure to provide supporting documentation.

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VACATION

| YEARS OF SERVICE | DAYS ACCRUED | YEARS OF SERVICE | DAYS ACCRUED |
|------------------|--------------|------------------|--------------|
| 0 years | 15 days | 4 years | 21 days |
| 1 year | 16 days | 5 years | 23 days |
| 2 years | 17 days | 6 or more years | 25 days |
| 3 years | 19 days | | |

ADDITIONAL PAID TIME OFF (PTO)

| | |
|--|----------------------------|
| MATERNITY LEAVE* | 8 weeks paid @ 100% salary |
| PARENTAL LEAVE (INCL. ADOPTION) | 8 weeks paid @ 100% salary |
| BEREAVEMENT LEAVE | 3 days |
| JURY DUTY | 10 days |
| SICK TIME | 80 hours (10 days) |
| PAID VOLUNTEER TIME | 3 days |

**Birth mothers are eligible to take Maternity + Parental Leave, totaling 16 weeks*

PAID COMPANY HOLIDAYS

| | |
|----------------------------|-----------------------|
| New Year's Day | Labor Day |
| Martin Luther King Jr. Day | Veterans Day |
| Presidents' Day | Thanksgiving Day |
| Memorial Day | Thanksgiving Holiday |
| Juneteenth | Christmas Eve |
| Independence Day | Christmas Day |
| | Two Floating Holidays |

Talend also has a shutdown week and paid volunteer days available to eligible employees.

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CONTACT INFO

Following is a listing of the current contact information for each insurance company/vendor. Many of the websites listed below contain useful information on general health topics as well as information on how the plans operate.

| CARRIER / VENDOR | CONTACT INFORMATION |
|--|---|
| Anthem Medical Plan <i>Group #L03829</i> | Customer Service: (866) 207-9878 www.anthem.com/ca https://enrollmentanthem.com/?id=talend |
| Kaiser Medical Plan <i>Group #230642 and #604441</i> | Customer Service: (800) 464-4000 24 Hour Nurse Line: (888) 576-6225 www.kp.org |
| Delta Dental Plan <i>Group #19185</i> | Customer Service: (800) 765-6003 www.deltadentalins.com |
| VSP Vision Plan <i>Group #30095332</i> | (800) 877-7195 www.vsp.com |
| UNUM <i>Life/Disability (LTD/STD): Group #652067</i> <i>Vol Life Group: #652068</i> <i>Accident/Critical Illness/Hospital Indemnity: Group #652070</i> | Customer Service: (866) 679-3054 www.unum.com |
| Optum Bank HSA <i>Group #HB870A</i> | Customer Service: (844) 326-7967 www.optumbank.com |
| UHC FSA and Optum Commute <i>Group #919573 (FSA) #919574 (Commute)</i> | Customer Service: (877) 311-7849 Debit Card Inquiries: (866) 755-2648 myUHC Help Desk (for technical support): 1 (877) 844-4999 FSAs: www.myuhc.com Commute: www.optumbank.com |
| Fidelity 401(k) | Customer Service: (800) 835-5097 www.401K.com |
| Optum EAP | Customer Service (U.S.): (866) 374-6061 www.liveandworkwell.com U.S. Access code: talend Customer Service (International): See wallet card www.liveandworkwell.com International Access code: talendglobal |
| Headspace | Customer Service: teamsupport@headspace.com https://work.headspace.com/talend/member-enroll |
| Benefits Team | benefits@talend.com |

This high-level plan summary is for general information purposes only; it is NOT to be considered a Summary Plan Description nor is it a contract. It provides only a very brief summary of benefits and does not replace or supersede the actual plan provisions as defined in the master plan documents or employee handbook. Eligibility for benefits is subject to meeting criteria outlined in Summary Plan Description and other specified documents. Talend reserves the right to make changes to all benefits and internal policies at any time.

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