

2024

Employee Benefits Guide

SIMPSON

Strong-Tie



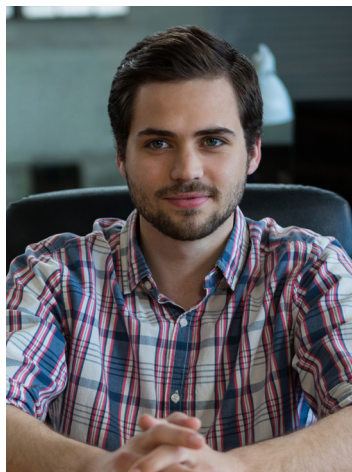
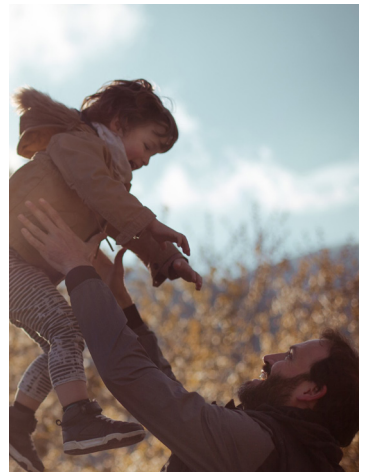
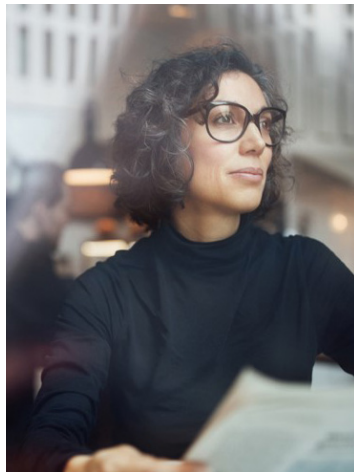
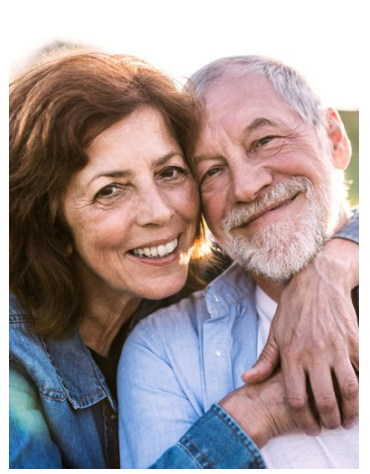


Table of Contents

Benefit Employment Classifications	04	Enhanced Benefits	14
Benefits Chronology	04	Accident Insurance	14
Health Plan Eligibility	05	Critical Illness.	14
Dependent Eligibility.	05	Hospital Indemnity.	14
How and When to Enroll	05	Identity Protection	14
Making Changes During the Year	05	Legal Insurance	15
Delta Dental PPO	05	Pet Insurance	15
Strong For Life	06	Short-Term Disability (STD)	15
Consider the High Deductible Health Plan with Health Savings Account.	06	Long-Term Disability (LTD).	15
Opening an HSA with PayFlex	06	Omada	15
Aetna PPO Plus Medical Plan	07	Employee Assistance Program (EAP).	16
Aetna HDHP with HSA	07	When to Use EAP	16
Aetna Health Concierge	07	Financial Wellness From Origin	16
Download the Aetna Health App	07	Employee Relief Fund	16
Kaiser HMO Plan for California Employees Only .	08	Will Preparation Services and More	16
Kaiser HDHP for California Employees Only. .	08	Holidays	16
Delta Dental Plan	09	Sick Pay	17
VSP Vision Plan	09	Vacation	17
Your Cost for Health Coverage	10	Unpaid Time off for New Hires.	17
Pre-tax Premiums	10	Birth Disability Leave.	17
Medical Insurance Continuation	10	Bonding Leave	17
Working Spousal Surcharge Tax	10	Jury Duty	17
Flexible Spending Account (FSA) Program. . .	10	Funeral Pay.	17
Health Care FSA	11	Matching Gift Program	17
Limited Purpose FSA, for HSA Participants Only .	11	Employee Recognition Program	18
Dependent Care FSA.	11	Community Hero Award	18
Reimbursement	11	Employee Discounts.	18
Important Rules to Keep in Mind	11	Educational Opportunities.	18
Telemedicine.	11	PSB Scholarship Program.	18
MyAdvocate, Personal Health Assistant.	12	Employee Referral Program.	18
401(k) Profit Sharing Plan	12	Active & Fit Direct	18
Vesting	12	Questions	19
Stock Purchase Plan.	13		
Life and Accidental Death and Dismemberment (AD&D) Insurance	13		
Supplemental Term Life and AD&D Insurance. . .	13		

To view detailed summaries of each plan option, check out our online benefits hub by scanning the QR code or visit benefits.strongtie.com





At Simpson Strong-Tie

We recognize and reward our employees with a carefully designed and competitive package to promote your health and financial wellbeing. This guide highlights the benefits that you may elect based on your and your family’s needs. Please review the benefits carefully. For more information, visit benefits.strongtie.com.

Benefit Employment Classifications

Regular Full-Time

You are considered a Regular Full-Time employee and eligible for benefits if you work 30 or more hours per week on a continuing basis.

Regular Part-Time

You are considered a Regular Part-Time employee if you work less than 30 hours per week on a continuing basis.

Disclaimer

Eligible employees enjoy a variety of benefits. This summary is intended to give a brief overview of the benefits the Company currently offers. Should this summary or the Summary Plan Description conflict with the Plan Documents, the Plan Documents will take precedence. The Company reserves the right to modify, amend, or eliminate any benefit program at any time, including but not limited to requiring or increasing employee premium contributions toward any benefits, as it deems appropriate, in its sole

discretion, in accordance with applicable law. Contact your Total Rewards team or visit [mystrongtie](https://mystrongtie.com) for more detailed information regarding employee benefits.

If you are covered by a Collective Bargaining Agreement (CBA) and there is conflicting information, your CBA is applied.

Benefit Chronology

Immediate
<ul style="list-style-type: none"> 401(k) Profit Sharing Plan Employee Assistance Program Flexible Spending Account Funeral Pay Health Insurance Holiday Pay Jury Duty Short-Term Disability Long-Term Disability Strong For Life Vacation Pay Enhanced Benefits: Life Insurance, AD&D, Accident, Critical Illness, Hospital Indemnity, Identity Protection, Legal Insurance, Pet Insurance Birth Disability Leave Bonding Leave Origin Financial Wellness Virgin Pulse
After 90 Days
<ul style="list-style-type: none"> Stock Purchase Plan
After Six Months
<ul style="list-style-type: none"> Educational Reimbursement Matching Gift Community Hero Award Employee Relief Fund
Within One Year
<ul style="list-style-type: none"> Profit Sharing Trust Retirement Plan (dependent upon hire date)
After Two Years
<ul style="list-style-type: none"> PSB Scholarship Program
After Five Years
<ul style="list-style-type: none"> Everybody Matters Service Awards
After Ten Years
<ul style="list-style-type: none"> Stock for Long-Term Employees

Health Plan Eligibility

All Regular Full-Time employees are eligible for Simpson Manufacturing Co., Inc. benefits on date of hire.

Dependent Eligibility

You may enroll your eligible dependents in the same plans you choose for yourself. Eligible dependents include your legal spouse and your child(ren) up to age 26 on all plans. Child(ren) include your biological or adopted child, step-child(ren), foster child(ren).

How And When To Enroll

You can enroll for coverage within 31 days of your eligibility date or during this year's annual Open Enrollment period.

If you do not enroll for coverage within 31 days of your eligibility date, you will not receive health coverage during the plan year, unless you experience a qualified change in status (see Making Changes During the Year for details).

If you are making changes during the Open Enrollment period, any changes you make will go into effect January 1, 2024.



Making Changes During The Year

The choices you make when you first become eligible generally remain in effect for the entire plan year.

Once you are enrolled, you must wait until the next Open Enrollment period to change your benefits or add or remove coverage for dependents, unless you have a qualified change in status as permitted under the Internal Revenue Code.

Examples of status events include, but are not limited to, the following:

- Marriage, divorce, legal separation, or annulment
- Birth, adoption or placement for adoption of a child
- Death of your spouse or eligible dependent
- Change in your dependent's eligibility for coverage (gaining or losing coverage) due to age or other circumstances
- Change in your residence or workplace for you or your dependent
- Change in employment status for you or your dependent resulting in a gain or loss of eligibility for coverage, such as beginning or terminating employment
- Loss or gain of other coverage for you or your dependent

You generally have 31 days to make changes to your coverage. **Note:** Any change you make to your coverage must generally be due to and consistent with the change in status. For more details, see the Summary Plan Descriptions on benefits.strongtie.com.

Delta Dental PPO

Effective January 1, 2023, Delta Dental replaced Aetna as your dental carrier. Be sure to visit deltadentalins.com to check the network status of your current dentist or to search Delta's network. You may also set up an online account to get information about your plan, check benefits and eligibility information when you visit deltadentalins.com.

Note: Cards are not mailed to homes and must be downloaded from the Delta Dental website at deltadentalins.com.



Strong For Life

We offer a robust wellbeing program called Strong For Life. Through our partner, Virgin Pulse, the program is designed to help you get healthy and stay healthy in all aspects of your life. The program is offered at no cost to you and your spouse, so be sure to take advantage of all the tools and support Virgin Pulse offers.

Consider The High Deductible Health Plan (HDHP) With Health Savings Account (HSA)

The High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) is a tax-advantaged medical plan that helps you save for medical expenses now and in retirement.

Here are some reasons why you should consider participating:

- For all HDHP participants in 2024, the Company will contribute \$250 for Employee Only and \$500 for Family (Employee + Spouse, Employee + Child(ren), Employee + Family).
- You can contribute up to the IRS maximum of \$4,150 for an Individual and \$8,300 for a Family (minus the Company contribution) to your HSA. If you are 55 or older you can contribute an additional \$1,000 as a catch-up contribution.
- Your contributions are automatically deducted from your paycheck and deposited into your HSA through PayFlex.
- You can use the money in your HSA to pay for qualified medical, dental and vision expenses, such as amounts applied toward your deductibles and coinsurance percentages for medical, dental and vision care.
- You can grow your savings through investment options offered by BNY Mellon, the investment partner of PayFlex.

- Any funds you don't use will continue to accumulate, and you can take the money with you if you decide to change your medical plan option or leave the Company.
- You will pay lower monthly contributions for the HDHP with HSA plan than you pay for the other medical plans offered by the Company; that difference may be contributed into your HSA.

Note: If you enroll in the High Deductible Health Plan, you will only be able to enroll in the limited purpose FSA plan. Please see page 10 for more information.

ALEX®

ALEX is an online tool that can help you select the best benefit plan for you and your family.

Visit ALEX at start.myalex.com/strongtie or scan the QR code.



ALEX Go®

ALEX Go is our abbreviated version of ALEX. It's described as... Our mobile-friendly text-based overview that now includes a family plan comparison tool, and is available in English and Spanish. Visit gonow.myalex.com/strongtie, to learn more.

Opening an HSA with PayFlex

You will have an HSA account set up automatically through PayFlex if you enroll in the HDHP. Once your account is opened, you will receive an HSA welcome package from PayFlex that contains instructions on how to access your account. You will also receive a PayFlex HSA debit card which you can use to pay for your qualified health care expenses from your HSA.

You can access your HSA online 24 hours a day, seven days a week through PayFlex at payflex.com. You may view your account balance, recent transactions, and print forms.

You can make online post-tax deposits to your HSA by linking a bank account through the member portal. For questions or help, call PayFlex Customer Service at 1-888-678-8242.



Aetna Medical Plans (In-Network Benefit Information)

	Aetna PPO Plus	Aetna HDHP with HSA
Calendar Year Deductible (True Family*)	\$600/individual \$1,200/family*	\$1,900/individual \$3,800/family*
Annual Out-of-Pocket Maximum (Includes Deductible)	\$2,750/individual \$5,500/family	\$3,750/individual \$6,500/family
Preventive Services	100% covered, deductible waived	100% covered, deductible waived
Office/Specialist Visit/Telemedicine Consult	\$30 office visit copay, deductible waived	20% after deductible
Lab and X-ray	20% after deductible	20% after deductible
Prescription Drugs – Retail (30 day supply)	\$10 generic \$35 formulary brand \$50 non-formulary brand	\$10 generic after deductible** \$35 formulary brand after deductible** \$50 non-formulary brand after deductible**
Prescription Drugs – Mail Order (31-90 day supply)	\$20 generic \$70 formulary brand \$100 non-formulary brand	\$20 generic after deductible** \$70 formulary brand after deductible** \$100 non-formulary brand after deductible**
Hospital Inpatient Care	20% after deductible	20% after deductible
Outpatient Surgery	20% after deductible	20% after deductible
Emergency Room	\$100 copay, deductible waived	20% after deductible
Durable Medical Equipment	20% after deductible	20% after deductible
Mental Health and Chemical Dependency (detox) Inpatient	20% after deductible	20% after deductible
Mental Health and Chemical Dependency Outpatient	\$30 office visit copay, deductible waived	20% after deductible

*With a True Family deductible, the entire family deductible must be met before any family member would be subject to the coinsurance.
**Except for certain preventive maintenance medications.

Aetna Health Concierge

Through Aetna Health Concierge, you and your family have a dedicated, specially trained nurse to help you make full use of your company benefits for your best health.

If you receive a call from Aetna—take it or return the call. To protect your privacy, Aetna will not leave health information on voicemail.

Download the Aetna Health App

Staying healthy is important. So is keeping track of your benefits. The Aetna Health App can help. Whether searching for a doctor, learning about a procedure or prescription medication, comparing costs, paying claims, or viewing your ID card, the app is your all-in-one resource for the information you need.





Kaiser Plans For California Employees Only

	Kaiser HMO Medical Plan	Kaiser HDHP with HSA
Calendar Year Deductible	None	Individual \$1,900 Dependent \$3,200 Family \$3,800
Annual Out-of-Pocket Maximum	\$2,500/individual \$5,000/family	Individual \$3,750 Family Member \$3,750 Family \$6,500
Maximum Lifetime Benefit	None	None
Preventive Services	100% covered	100% covered, deductible waived
Office/Specialist Visit/Telemedicine Consult	\$30 office visit copay	20% after deductible
Lab and X-ray	20% after deductible	20% after deductible
Prescription Drugs – Retail (30 day supply)	\$20 generic \$70 brand	\$20 generic after deductible \$70 brand after deductible
Prescription Drugs – Mail Order (31-90 day supply)	\$200 copay	20% after deductible
Hospital Inpatient Care	\$200 copay	20% after deductible
Outpatient Surgery	\$200 copay	20% after deductible
Emergency Room	\$100 copay	20% after deductible
Durable Medical Equipment	100% covered	20% after deductible
Mental Health and Chemical Dependency (detox) Inpatient	\$200 copay	20% after deductible
Mental Health and Chemical Dependency Outpatient	\$30 office visit copay \$15 group Mental Health visit \$5 group treatment visit	20% after deductible
Kaiser Vision		
Annual Copay	N/A	N/A
Refraction Exams	100% covered	20% after deductible
Eyeglasses & Contact Lenses (every 24 months)	Amount in excess of \$175 allowance	Not covered
For complete information, please refer to the Evidence of Coverage .		
<i>Summary Plan Descriptions (SPDs) and Summary of Benefit Coverage (SBC) documents provide important information about your benefits and participation rights. Visit benefits.simpson.com to view these documents.</i>		

Delta Dental Plan Features

	Participating (You Pay)	Non-Participating (You Pay)
Annual Deductible (waived for Preventive Services) Per person/per year	\$50/individual \$150/family	\$50/individual \$150/family
Diagnostic and Preventive Services (e.g., x-rays, cleanings, exams)	100% covered, deductible waived	20% deductible waived
Basic Services (e.g., fillings, extractions, stainless steel crowns)	100% covered, deductible waived	20% after deductible
Major Services (e.g., dentures, crowns, inlays, onlays)	40% after deductible	50% after deductible
Annual Benefit Maximum (payable by plan)	\$2,000	\$2,000
Orthodontic Services (adults and children) Lifetime Maximum: \$2,000	50% deductible waived	50% deductible waived

VSP Vision Plan

Choice Plan Features	VSP Provider (You Pay)	Out-Of-Network Provider Plan Reimburses You Up To:
Annual Copay	\$50 individual/\$150 family	N/A
Exam (once each year)	100% covered deductible waived	\$45
Frames (once each year)	\$200 allowance* (20% discount on amount over allowance)	\$70
Single Vision Lenses	\$0 after copay	\$30
Lined Bifocal Lenses	\$0 after copay	\$50
Lined Trifocal Lenses	\$0 after copay	\$65
Impact-Resistant Lenses	\$10 copay for adults; \$0 copay for all others	No additional benefit
Standard Progressive Lenses	\$0 after copay	\$50
Contact Lenses (once each year; in lieu of glasses)	\$150 allowance (not to exceed \$60 copay for contact lens exam)	\$105
Extra Savings & Discounts		
Glasses & Sunglasses	20% off frames, lenses and sunglasses within 12 months of VSP WellVision Exam	
Retinal Screening	No more than a \$39 copay on routine retinal screening as an enhancement to a WellVision Exam	
Laser Vision Correction	Average 15% off regular price or 5% off promotional price Use frame allowance (post-surgery, if eligible) for sunglasses from any VSP doctor	
Featured Frame Benefit	You automatically get an extra \$20 to spend when you choose a featured frame brand like bebe®, ck Calvin Klein, Flexon®, Lacoste, Michael Kors, Nike, Nine West, and more**	
Hearing Benefit	VSP partners with TruHearing to make hearing aids affordable. Free enrollment (\$108 value) in the MemberPlus Program for you and covered dependents. With each hearing aid purchased, you receive three professional visits and 48 replacement batteries.	
<p>*\$110 Walmart®/Sam's Club®/Costco® **Go to vsp.com/offers for details</p>		

Your Cost For Health Coverage

Your monthly payroll deductions for each health plan and coverage category are shown below:

Benefit Plans	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Medical				
Aetna PPO Plus	\$165.00	\$285.00	\$255.00	\$455.00
Aetna HDHP with HSA	\$65.00	\$145.00	\$110.00	\$225.00
Kaiser HMO (CA only)	\$165.00	\$285.00	\$255.00	\$455.00
Kaiser HDHP with HSA (CA only)	\$65.00	\$145.00	\$110.00	\$225.00
Dental Plan				
Delta Dental PPO	\$15.00	\$25.00	\$25.00	\$30.00
Vision Plan				
VSP	\$3.00	\$6.00	\$6.00	\$9.00

Pre-Tax Premiums

Your medical, dental and vision premiums will automatically be set up for you as pre-tax payroll deductions. This means premiums are taken from your pay before federal (and in some cases, state) income and Social Security taxes are deducted, thereby lowering your taxes and increasing the amount of your take-home pay.

Medical Insurance Continuation

Upon leaving the Company, your Company paid medical insurance will end on the last day of that month. In most cases you will be given an option of continuing your participation in our medical plan, at your own expense. This is commonly referred to as COBRA coverage.

Working Spousal Surcharge Tax

The Company wants to ensure all employees and eligible family members have access to quality medical coverage. In the case where a spouse has access to other coverage but decides not to take it and instead joins a Company plan, we will ask you to contribute a Spousal Surcharge. This is because we are absorbing costs for health care that would have been paid for by the spouse's employer. The \$75 monthly fee will be collected on a pre-tax basis using payroll deductions.

The surcharge applies if you meet all these criteria:

- Your spouse is employed
- Your spouse is offered medical coverage from his/her employer as a part of their benefits package
- Your spouse declines that coverage; or you enroll your spouse in a Company plan for secondary coverage
- You enroll your spouse in a Company plan

Flexible Spending Account (FSA) Program

The Company offers a Flexible Spending Account (FSA) program for all Regular Full-Time employees. This program has two parts — a Health Care Account and a Dependent Care Account. FSAs help save you taxes when paying for certain health care and dependent care expenses. If you regularly have out-of-pocket expenses in health care or dependent care, then FSAs could save you money. You have the option of enrolling in one or both accounts and you must enroll each year during Open Enrollment.

You may set aside up to \$3,050 for the Health Care FSA and \$5,000 for the Dependent Care FSA in the plan year. The amount you select is divided by the number of pay periods in the plan year and that amount is deducted from each paycheck on a pre-tax basis.

Health Care FSA

Health Care FSA lets you set aside pre-tax dollars for defined allowable medical costs for you and your qualified dependents. Eligible expenses include, but are not limited to, your portion of the cost of professional services like copayments and coinsurance. Additional expenses include medical, dental, and vision expenses, such as prescribed prescriptions, insulin, equipment, and other supplies not covered by your health plan.

Limited Purpose FSA, for HDHP Participants Only

The Limited Purpose FSA is for those enrolled in a HDHP Plan. The Limited Purpose FSA is used to pay out-of-pocket expenses for dental and vision expenses unless you meet the IRS-defined medical deductible, at which time, the Limited Purpose FSA can be used to pay out-of-pocket medical expenses. The maximum contribution to the Limited Purpose FSA is \$3,050 annually.

Dependent Care FSA

With Dependent Care FSA, you set aside pretax dollars for the care of IRS-defined qualified dependents. You may qualify if you are a single parent or in a family in which both spouses are working. A qualified dependent, as defined by the IRS, is anyone who qualifies as an exemption on your personal income taxes and the expenses incurred are for the care of either eligible dependents under the age of 13 or mentally or physically disabled dependents, regardless of age, whom you claim as an exemption for income tax purposes.

Reimbursement

Reimbursements for Health Care FSA and Dependent Care FSA are processed daily and subject to the available funds in your account. With the Health Care FSA, you will be reimbursed up to the available annual election amount. With the Dependent Care FSA, you will be reimbursed up to the amount contributed into your account. If your reimbursement request is for more than the available amount in your account, the balance of the unpaid claim is

paid out as contributions are deposited into your account. Payments are issued automatically via check or direct deposit.

Important Rules to Keep in Mind

FSA accounts are subject to strict IRS regulations, including the following:

- The IRS has a “use it or lose it rule.” However, you will be allowed to rollover up to **\$610** of unused funds into the following plan year.
- Once you enroll in the FSAs, you cannot change your contribution amount during the year unless you experience a qualified status change.
- You cannot transfer funds from one account to another.
- Debit Cards – receipts may be required per IRS regulations. You should keep your receipts anytime you use your debit card.

For more information, visit **mystrongtie**.

Telemedicine

Employees and family members covered under the Company’s medical plans have access to virtual doctor visits for non-life threatening but urgent medical needs.

Aetna: Once registered with Teladoc, Aetna members may request a consult anytime care is needed, 24/7. Doctors are available by phone, web or mobile app. To learn more, go to teladoc.com/aetna or call 1-855-Teladoc (835-2362). Teladoc is not available in all states. Telephonic nurse advice is always available at 1-800-556-1555.

Kaiser members have access to a 24/7 telephonic nurse advice line; see the back of your ID card for the phone number. In addition, with a mobile device or computer with a built-in camera, microphone, and up-to-date browser, Kaiser Northern California members can schedule video visits through the Appointment Center at kp.org or by calling 1-866-454-8855. Go to kp.org/mydoctor/videovisits for more information.

Kaiser Southern California members may call their local appointments and advice number to determine if a video visit is appropriate and for scheduling.



You are eligible to enter the 401(k) and the Safe Harbor portions of the Plan immediately on your date of hire. You are eligible to enter the profit sharing portion of the Plan on an annual basis. Your profit sharing entry date is the January 1 following your date of hire. You may make contributions to the Plan through payroll deductions. You may save up to the Internal Revenue Service limits.

The Company makes a 3% of eligible earnings Safe Harbor contribution to eligible participants under the terms of the Plan. There are no vesting or employee deferral requirements for you to receive the 3% Safe Harbor contribution. The Company may also make profit sharing contributions to eligible participants under the terms of your Plan. The amount is discretionary and may vary from year to year. Past contributions have been 7% of base salary. You are eligible to receive a profit sharing contribution if you are an eligible participant per the terms of the plan document.

For all eligible employees, an automatic pre-tax deferral of 3% will be deducted from your pay and funded into your account. You may waive the auto-enrollment within Vanguard anytime during a 31-day period from hire. If you do not actively waive coverage, you will be automatically enrolled in the Plan. You may change your deferral at any time in Vanguard.

MyAdvocate, Personal Health Assistant

All Regular Full-Time employees and their dependents are eligible to use MyAdvocate services. MyAdvocate can answer questions and provide assistance with complicated health needs. A registered nurse is assigned as your personal advocate and will assist with clinical services such as finding the correct doctor, advice on medical conditions and navigating the health care system. MyAdvocate also provides administrative services such as resolving claim issues and explaining medical bills.

Contact MyAdvocate at 1-833-968-1775 or MyAdvocateServices.com.

401(k) Profit Sharing Plan

Regardless of where you are in meeting your retirement goals, the Simpson Manufacturing Co., Inc. 401(k) Employee Profit Sharing Plan is a smart choice in saving for retirement.

The Plan helps you save and invest by offering:

- Before-tax and after-tax Roth 401(k) saving options
- A wide range of investment options
- Employer contributions to help your account grow

Vesting

The term “vesting” refers to ownership of the money contributed to your retirement account by the Company. You are always 100% vested in the money you contribute to your retirement plan plus any earnings on that money. You are also 100% vested in the 3% Safe Harbor contribution.

The Company’s contributions to your profit sharing account are vested based on your years of service:

Years of Service Vesting Percent	
Less than 1	0%
1 but less than 2	15%
2 but less than 3	30%
3 but less than 4	45%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

Stock Purchase Plan

Simpson Manufacturing Co. Inc. is a publicly held company, with its common stock traded on the New York Stock Exchange as symbol SSD. The Company offers an Employee Stock Purchase Plan (ESPP) after 90 days of employment, where you can make regular, systematic purchases of Simpson Manufacturing common stock on the open market through regular payroll deductions. For more information, visit benefits.strongtie.com.

Stock Program for Long-Term Employees

Any Full-Time employee with at least 10 years of continuous service with the Company, who has not been and is not eligible to participate in any other company-sponsored stock/option incentive program, will receive 100 shares of Simpson Manufacturing stock for every 10 years of service completed. The continuation of the Stock Program for Long-Term Employees is entirely at the discretion of the management of the Company. It may change or be eliminated at any time. The number of shares is also subject to change at the discretion of the management of the Company.

Life and Accidental Death and Dismemberment (AD&D) Insurance

The Company provides all Regular Full-Time employees basic Life and Accidental Death and Dismemberment (AD&D) insurance coverage, and life insurance coverage for spouses and children to age 26, at no cost to the employee. Providing economic security for your family if you die, become disabled, or experience an injury or illness is a major consideration in personal financial planning. You automatically

receive Life and AD&D coverage in the amount of \$50,000, and life insurance coverage in the amount of \$10,000 each for your spouse and children (\$1,000 for children under six months old). You must choose a beneficiary to receive benefits in the event of your death. Use Open Enrollment to update your beneficiary inside Workday.

Supplemental Term Life and AD&D Insurance

All Regular Full-Time employees may purchase additional Supplemental Term Life and AD&D insurance coverage for themselves. Consider costs such as funeral expenses, legal expenses, and general living expenses for your surviving family members when determining an appropriate amount of additional coverage. You can choose amounts in \$10,000 increments up to \$500,000, or five times your annual earnings, whichever is less. The five times your annual earnings limit applies only to Supplemental Term Life.

If you purchase additional coverage for yourself, you may choose to elect coverage for your spouse and/or your child(ren) in the following amounts:

Spouse: Up to 100% of employee amount in increments of \$10,000, not to exceed \$500,000.

Child(ren) to the age of 26: Up to 100% of employee coverage amount in increments of \$10,000, not to exceed \$10,000. The maximum death benefit for a child between the ages of live birth and six months is \$1,000.

Please note: Evidence of Insurability may be required prior to approval.



Enhanced Benefits

The Company offers the following enhanced benefits paid 100% by the employee:

- Accident
- Critical Illness
- Hospital Indemnity
- Identity Protection
- Legal
- Pet Insurance

Note that the Legal plan requires a one-year commitment.

Accident Insurance

This coverage provides you with cash benefits for a covered accident. It also pays if you undergo testing, or receive medical services, treatment or care for any covered events as defined in your insurance certificate, including hospitalization resulting from a covered accident.

Here are some of the covered expenses:

- Fractures
- Ambulance Rides
- Concussions
- Paralysis
- X-rays

Accident Insurance (Cash Benefits)	
Hospital Admission	\$900
Hospital confinement per day, up to 365 days	\$225
Ground ambulance	\$100
Emergency room treatment	\$150
Fractured leg	\$800

Critical Illness

If you or a dependent are diagnosed with a covered critical illness, Critical Illness insurance can help safeguard your finances. When diagnosed with a covered critical illness, cash benefits will be paid in addition to any other insurance you may have and may be spent as you see fit. You can use Critical Illness insurance cash benefits to help pay for expenses such as grocery bills, mortgage payments, medical plan deductibles, and prescription copays.

You can purchase coverage in the amount of \$5,000, \$10,000, \$20,000 or \$30,000 for yourself; \$5,000, \$10,000 or \$15,000 for your spouse; and \$5,000 or \$10,000 for your child(ren).

Hospital Indemnity

This coverage pays you a lump sum when you are hospitalized, whether you suffer a covered accident or require tests or treatment for a covered illness. You can use this money for anything you need, such as paying medical bills or for non-medical expenses.

Some examples of how you can use your cash payment:

- Rent
- Prescription Medications
- Car Payments
- Home Nursing Visits
- Insurance Deductibles
- Mortgage
- Insurance Copayments
- Grocery Bills

Identity Theft Protection from ID Watchdog

You have two options for identity theft protection:

Essentials – Offers a comprehensive, proactive identity theft defense. Credit monitoring, a monthly credit score, and an annual credit report are also included at no additional charge.

Platinum Plus – Provides the same identity theft defense and credit monitoring services as Essentials, plus these additional benefits:

- Credit monitoring and annual reports/scores from all three credit bureaus
- 401(k) and HSA stolen funds reimbursement
- Personal VPN
- Password manager
- Additional security features and alerts

Call ID Watchdog at 1-866-513-1518 for information.

See the following table for monthly costs.

Coverage Type	Monthly Cost
Essentials Employee Only	\$4.90
Essentials Employee + Family	\$8.90
Platinum Plus Employee Only	\$6.90
Platinum Plus Employee + Family	\$12.40



Legal Insurance from ARAG

Through ARAG, you can purchase insurance to provide numerous legal services for you and your family on a range of matters if the need arises. You have two options:

UltimateAdvisor – Services include online resources, telephone advice, and reduced fee benefits for legal matters not fully covered.

Platinum Plus – For employees who want more legal benefits, this provides the UltimateAdvisor level, plus extra coverage for family law, taxes, and more. The additional covered services include:

- Alimony – Irrevocable trust
- Child custody and child support – Revocable trust
- Credit record corrections – State and local tax audit
- Criminal misdemeanor collection defense

See the following table for monthly costs.

Coverage Type	Monthly Cost
UltimateAdvisor	\$14.75
UltimateAdvisor Plus	\$21.00

Pet Insurance from Nationwide

My Pet Protection® helps you provide your pets with the best care possible. The plan reimburses up to 70% on vet bills including accidents, illnesses and hereditary conditions. You're free to use any vet you choose. Best of all, our 24/7 vethelpline® is available to all pet insurance members.

Cost of coverage varies dependent on the covered pet, plan selected, and state of residence. Call 1-877-738-7874 or visit benefits.petinsurance.com/strongtie for information and to enroll.

Short-Term Disability (STD)

All Regular Full-Time employees are eligible for Short-Term Disability. Your Short-Term Disability coverage will replace a portion of your income if you are injured or ill. Beginning the 15th day through the 179th day you are disabled, 60% of your predisability base weekly income earnings are replaced. The maximum weekly benefit is \$1,730. The benefit will be reduced by other sources of disability income (Social Security, Workers' Compensation, State Disability, etc.).

Long-Term Disability (LTD)

All Regular Full-Time employees are eligible for Long-Term Disability. Long-Term Disability covers a portion of lost pay after a 180-day waiting period. It is integrated with Social Security, Workers' Compensation and State Disability to ensure that, for a set period of time, you will receive 66^{2/3}% of your salary to a maximum monthly benefit of \$7,500, if you are totally disabled.

Omada

If you are living with high blood pressure, find out if you are eligible for the Omada program offered by Simpson Strong-Tie. Eligible members receive:

- Specialized health coaching for hypertension
- Scale and blood pressure monitor to keep you on track
- Feedback to help you make sense of your readings
- Strategies for managing (or potentially reducing) medications

Get started: omadahealth.com/strongtie

Employee Assistance Program (EAP)

All Regular Full-Time employees are eligible to use the Employee Assistance Program (EAP) through ComPsych. The Company understands that life can be challenging. EAP offers professional and confidential counseling services designed to help you and members of your immediate family. The Company has prepaid the initial assessment and limited counseling for you and members of your immediate family.

When to Use EAP

Counseling is available through EAP for personal difficulties such as:

- Family or marital problems
- Parenting concerns
- Emotional difficulties like depression, anxiety, and guilt
- Drug and alcohol dependence
- Grief over the death of a loved one or other losses
- Eating disorders like anorexia
- Conflicts at work
- Job stress
- Crisis situations
- Questions about legal or financial concerns
- Questions about child or elder care

Additional details on the EAP benefit can be found on benefits.strongtie.com.

Financial Wellness From Origin

Origin Financial Wellness provides unlimited 1-on-1 access to local professional financial planners to you and your spouse or partner. Origin offers financial planning and education, insurance management, investment advice, and retirement and estate guidance.

Email: hereforyou@useorigin.com with questions and access online education materials at useorigin.com/prosper-us. Login to Simpson's Okta site at strongtie.okta.com/app/UserHome, and select the Origin tile to set-up your access and view local resources.

Employee Relief Fund

The Company has established an Employee Relief Fund for Regular, Full-Time employees who have been employed with the Company at least six months. Employees who have been affected by a disaster can apply for relief. The program is administered by an independent firm. Anyone can contribute to the fund to aid Simpson employees. For more information about the Employee Relief Fund, go to mystrongtie.com.

Will Preparation Services and More

All Regular Full-Time employees are eligible for Will preparation services through Everest Funeral concierge. With Will Prep, you'll have online access to the tools you'll need to create:

- Wills
- Health Care Directives
- Power of Attorney
- Elder Care Agreements
- HIPAA Authorizations
- and more

Holidays

Simpson provides nine paid holidays annually. For 2024, your paid holidays are as follows:

New Year's Day Observed	January 1, 2024 (Mon.)
Memorial Day	May 27, 2024 (Mon.)
Independence Day	July 4, 2024 (Thurs.)
Day After Independence Day	July 5, 2024 (Fri.)
Labor Day	September 2, 2024 (Mon.)
Thanksgiving Day	November 28, 2024 (Thurs.)
Day after Thanksgiving Day	November 29, 2024 (Fri.)
Christmas Eve	December 24, 2024 (Tues.)
Christmas Day Observed	December 25, 2024 (Wed.)

Non-exempt employees will receive two floating holidays; however, your location may pre-designate one or both of these days as office closures. Additional details on Holidays can be found on mystrongtie.com.

Exempt employees will receive floating holidays as pre-designated by their location (these are days where the office is closed and employees are not expected to work).

Sick Pay

All Regular Full-Time employees accrue sick pay at a rate of .0333 per paid regular hour, which is equivalent to 2.8861 per pay period for salaried employees or 1.332 for hourly employees working 40 hours a week up to a maximum of 480 hours.

Vacation

Regular Full-Time Exempt employees may take time off upon supervisor/manager approval throughout the year to maintain a healthy work/life balance. We recommend employees request no more than two consecutive weeks of vacation at a time. Please check with your supervisor/manager who will evaluate vacation requests on a first come, first served basis while considering the needs of the department, branch/division, and business overall.

All Regular Full-Time Non-Exempt employees earn vacation time based on length of employment according to the following schedule:

Years of Service	Through First 5 Years	Year 6 Through Year 10	Year 11 and Thereafter
Accrual Rate Per Paid Regular Hour Worked	0.0384	0.0576	0.0769
Accrual Equivalent Per Year at 40 Hours Per Week	10 days (80 hours)	15 days (120 hours)	20 days (160 hours)
Maximum Accrual	20 days	30 days	40 days

Vacation accrual starts from date of hire. Vacation does not accrue during a leave of absence, other than during periods in which you are using vacation or sick leave. Vacation accrual is based on your anniversary date.

Unpaid Time off for New Hires

Newhires starting in 2024, will be provided 5 days of unpaid time off during their first day of employment through their 365th day. Simpson understands there may be times when you need to be away from work and may not have accrued sick or vacation time. This unpaid time helps you balance these needs and is subject

to manager approval (same approval reasons as sick and/or vacation). This unpaid time does not impact attendance policy points and does not carryover after your first year.

Birth Disability Leave

Up to eight weeks of birth disability leave will be fully paid by the Company, coordinating with applicable disability and sick pay. Refer to the Time Off and Leaves of Absence Policy on [mystrongtie](#) for details.

Bonding Leave

Up to two weeks of bonding leave will be fully paid by the Company, coordinating with applicable disability and sick pay. Refer to the Time Off and Leaves of Absence Policy on [mystrongtie](#) for details.

Jury Duty

If you are required to appear for jury selection or to serve on a jury, you will be granted time off to do so and your regular pay will continue for a maximum of 15 working days while serving.

Funeral Pay

The Company allows paid time off for Regular Full-Time employees to attend a funeral or make funeral arrangements for a member of their immediate family. Immediate family members are: spouse, registered domestic partner, child, son-in-law, daughter-in-law, stepchild, grandchild, mother, father, step-parents, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, or grandparent. Up to three days off with pay is allowed for funeral leave. One day off with pay may be granted to attend the funeral of anyone else not listed above, with prior supervisor approval.

Matching Gift Program

The Company matches dollar-for-dollar contributions by Regular Full-Time employees to qualified local and national organizations that qualify as tax-exempt under the Internal Revenue Code. Employees must be employed a minimum of six months. Your gift of \$50 or more, up to a combined total of \$5,000 per year, will be matched as long as the fund the Company has established for the program has not been exhausted for the year.

Employee Recognition Program

Everybody Matters, our employee recognition program, recognizes employees for their contributions to our Company's success. Regular, Full-Time employees who reach five years of continuous service with the Company, and again at each five-year interval, will be celebrated with a broad selection of service awards and personal messages of congratulations from coworkers on the employee recognition website. Visit everybodymatters.strongtie.com for details.

Community Hero Award

The Barc Simpson Community Hero Award recognizes outstanding volunteer contributions by Regular, Full-Time employees in their communities. Employees can nominate themselves or their fellow employees for the award. Employees and non-profit organizations must meet eligibility requirements to be considered for the award. Each year, up to five nominees will receive the Community Hero Award. Winners receive a \$3,000 donation to the non-profit organization of their choice, along with a Community Hero Award and jacket. Winners are also invited to a recognition dinner with members of the Executive Leadership Team.

Employee Discounts

The Company makes available to all employees substantial discounts on the products that we manufacture. Employees receive 60% off of all products with a list price. If there is no list price, employees receive a discount equivalent to the at-cost price of the product plus 15%. Products purchased with an employee discount must be for your personal use and not for resale.

Educational Opportunities

All Regular Full-Time employees who have worked for the Company at least six months are eligible to participate in our education reimbursement program. We will reimburse you up to \$5,250 per year, for registration fees, tuition and textbook costs for pre-approved courses which have been completed successfully with a C grade or better.

PSB Scholarship Program

The Company and the Simpson Strong-Tie Put Something Back Fund have established this program to assist employees' children who plan to continue their education in a college, university, vocational technical school, or graduate program. Up to fifteen \$2,500 renewable scholarships are offered each year for full-time study at any accredited post-secondary institution of the student's choice. This program is administered by an independent firm, using standards proven through years of experience, to evaluate the applicants and choose those qualified.

Applicants must be children, up to the age of 26, of Regular Full-Time employees who have a minimum of two years of employment with the Company as of the application deadline date — March 1. For more information, visit mystrongtie.

Employee Referral Program

Regular Full-Time employees will be paid \$500 grossed up for taxes, for qualifying referrals, at the end of the six-month employment period. With approval by Human Resources, certain positions may be subject to a higher finder's fee, which will be noted on the internal job posting.

Active & Fit Direct

The Active&Fit Direct™ program is a flexible and affordable fitness membership program designed to let you work out your way, with discounted gym membership options, at-home workout videos, and more.

For \$28/month, choose from over 12,200 gyms nationwide, with no long-term contracts or annual fees. Plus, you can switch gyms anytime. You also have access to 9,700+ on-demand workout videos so you can stay active at home or on-the-go.

A membership with the Active&Fit Direct program may also include:

- 5,800+ premium exercise studios with 20% - 70% discounts at most locations
- The ability to purchase an additional membership for a spouse or domestic partner
- One-on-one well-being coaching to support health goals in areas such as fitness, nutrition, stress, and sleep.
- An exclusive online library of healthy living articles, videos, and classes.
- Fitness tracking via your personal fitness devices and apps.

Questions

Additional details regarding your benefit plans are located at benefits.strongtie.com or mystrongtie.com. You may also contact the benefit plan providers directly or log on to their web sites (see the table below).

Benefits	Contact	Telephone	Web Address
Aetna PPO	Aetna	1-855-527-6321	aetna.com
Aetna HDHP with HSA	Aetna	1-855-527-6321	aetna.com
Aetna Telemedicine with Teladoc	Aetna	1-855-835-2362	teladoc.com/aetna
Kaiser HMO	Kaiser	1-800-464-4000	kp.org/ca
Kaiser HDHP with HSA	Kaiser	1-800-464-4000	kp.org/ca
Health Savings Accounts	PayFlex	1-888-678-8242	payflex.com
Dental	Delta Dental	1-888-335-8227	deltadentalins.com
Vision	Vision Service Plan (VSP)	1-800-877-7195	vsp.com
Hearing Aid Discount Program	Vision Service Plan (VSP)	1-877-396-7194 (must verify VSP membership)	vsp.truhearing.com
Flexible Spending Accounts (FSAs)	HealthEquity	1-877-924-3967	theequity.com/wageworks
Blood Pressure Management	Omada	1-888-987-8337	omadahealth.com/strongtie
Employee Assistance Program (EAP)	ComPsych Guidance Resources	1-877-533-2363	guidanceresources.com Web ID: Strongtie
Health Advocacy	MyAdvocate	1-833-968-1775	myadvocateservices.com
Life and AD&D	Voya	1-800-955-7736	presents.voya.com/EBRC/ Home/SMco
Long-Term Disability (LTD)	Voya	1-800-955-7736	presents.voya.com/EBRC/ Home/SMco
Short-Term Disability (STD)	Matrix	1-877-202-0055	matrixabsence.com
Voluntary Accident, Voluntary Critical Illness, Voluntary Hospital Indemnity	Voya	1-877-236-7564	presents.voya.com/EBRC/ Home/SMco
401(k) Profit Sharing Plan	Vanguard	1-800-523-1188	retirementplans.vanguard.com
Identity Protection	ID Watchdog	1-866-513-1518	idwatchdog.com/myplan/ SimpsonManufacturing
Legal Insurance	ARAG	1-800-247-4184	ARAGlegal.com/myinfo Access Code: 18817sm
Pet Insurance	Nationwide	1-877-738-7874	benefits.petinsurance.com/ strongtie
Strong For Life	Virgin Pulse	1-888-671-9395	join.virginpulse.com/strongtie
Everybody Matters	Workhuman	1-844-732-5501	everybodymatters.strongtie.com
Employee Stock Purchase Plan(ESPP)	Fidelity Investments	1-800-544-9354	netbenefits.com

For additional details, please contact your Total Rewards team or refer to the materials located on benefits.strongtie.com.



Barc Simpson's

words & thoughts

PRINCIPLE #5

The company dignifies the contribution of every individual at every level.

“Everybody in a company is important. Everybody. That’s absolutely crucial, and so you must do everything you can to make people feel that they’re valued. Our company culture says that everyone gets recognized for their contribution, no matter the role. There are no big shots, no parking places. It’s always been first names. Nobody’s Mr. or Ms. You’re Joe or Carol or Pete or Barc - we’re all working together toward the same goal. We rely on each other to be successful, we show each other respect.”

SIMPSON

Strong-Tie

This communication highlights some of your Simpson Manufacturing Co., Inc. benefit plans. Your actual rights and benefits are governed by the official plan documents. If any discrepancy exists between this communication and the official plan documents, the plan documents will prevail. Simpson Manufacturing Co., Inc. reserves the right to change any benefit plan without notice. Benefits are not a guarantee of employment.

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