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FUTURE

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FUTURE BENEFITS OVERVIEW
2026

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APRIL 2025 | PRIVATE & CONFIDENTIAL

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For all new employees to the business based on location, full details are available upon joining Future via our People site.

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Important note:

Benefits are applicable to specific locations only, more information is available upon joining Future!





Uncapped Annual leave

Future wants to promote the importance of rest and the well-being of our employees.

We trust employees to manage their workloads while fulfilling the requirements of their role and consistently meeting the needs of the business.

- ✓ With this in mind, we operate an uncapped annual leave/vacation policy at Future.

Employees are trusted to request a reasonable amount of annual leave in a responsible manner with all holiday requests to be submitted by employees via the people holiday booking system.

This benefit is available to our employees in the United Kingdom, United States, Canada, and Czechia. In other global locations, different local practices or requirements may apply.

Available to all US based Employees

401(k) Retirement Plan

We offer a 401(k) retirement savings plan through USI to help U.S employees build financial security for the future. Employees can contribute a percentage of their salary on a pre-tax basis, with Future providing a company match.

- ✓ You are eligible to participate from the first of the month following your hire date.
- ✓ You can enroll or adjust your contributions at any time.

Pension Contributions

A Pension is one of many ways that is tax efficient to save for your retirement, by setting aside a percentage of your pensionable, pre tax pay paid into a pension fund.

For new U.K employees on Future 3.0 pension terms, you will receive the following;

- ✓ Future contributes 5% and you contribute a minimum of 3%.

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Available to all UK based Employees





Available to all France based Employees

Henner Health Care

We've partnered with Henner Health Care to provide French employees access to Private Medical Insurance, which includes the following;

- ✓ Dental, Hospitalisation, Routine Care, Optical, Hearing and Treatments
- ✓ Access to a network of medical professionals, supplied by Henner
- ✓ International medical services (remote consultation, personalized patient follow up)

Private Medical Insurance (PMI)

Private Medical Insurance, is supplied by AXA and includes the following;

- ✓ AXA Doctor at Hand provides unlimited 20 min online GP Appointments, and prescriptions delivered to your door
- ✓ Pre-existing conditions for employees are covered (excluding some chronic conditions)
- ✓ Network Referral - you have a choice of AXA-approved specialists and hospitals



Profit Pool Scheme

When we hit our targets, we want to be able to reward everyone through our profit pool scheme.

The calculation is based on performance against our reported adjusted operating profit target for the financial year, which is the 1st October to the 30th September. Payments are scalable depending on company performance.



Bupa Dental Insurance

Bupa dental insurance can be a cost effective way of managing your dental care needs.

For a fixed monthly cost, Bupa dental cover will give you cashback towards your routine and restorative dental treatment, whether NHS or private.

- ✓ Stay with your current dentist or see any dentist you like
- ✓ Convenient dental support via phone, video or face-to-face
- ✓ Receive offers and discounts focused on health and wellbeing with Bupa Everyday Rewards

Parental Leave

Whilst the law provides certain entitlements for new and expectant parents, at Future we are supportive and want to encourage equality and fairness in the workplace by helping managers and employees to understand the rights and obligations attached to all parental leave.

We have a combined U.K Parental Leave Policy incorporating Maternity, Paternity, Adoption, Parental and Shared Parental leave.

Future offers enhanced Maternity, Paternity and Adoption Leave pay based on length of service for all U.K, US, AUS and Czech employees.





Available to all UK based Employees

Colleague Assistance Program

To support the importance of well-being at Future, we also offer a colleague assistance program. This is a service that is completely free to support Employees that may be going through a tough time.

- ✓ The service provides support from medical doctors, legal and finance.
- ✓ This is a service that is available for the UK and rest of world.
- ✓ You can access this service via the website or phone by using the relevant access code available upon request.

We also have a group of trained Mental Health First Aiders, available remotely and in-office across the U.K.

Life Assurance

In the event of your death, while in service at Future, a lump sum payment of 4x your basic salary, which will be paid to your nominated beneficiaries in the allocation that you have expressed.

- ✓ This service is something that you are automatically enrolled onto at no cost when you first join Future, for UK employees.
- ✓ You can also amend your beneficiaries at any point through the “Current Beneficiary Information” form on Dayforce.





Available to all Czechia based Employees

Multisport

We've partnered with MultiSport to give Czech employees access to 2,700+ sports, health, and relaxation facilities across Czechia, plus Rekola and Nextbike bike-sharing schemes—all through a simple salary deduction.

- ✓ Free daily access to participating locations
- ✓ 440 CZK per month (post-tax), with Future covering 60% of the total fee

A salary deduction scheme allows you to access a benefit where the cost of the benefit is automatically deducted from your pay. This is an easier alternative to manually paying for a benefit each month.

To sign up for Multisport submit a ticket through the People Ticketing System.

U.S Health Insurance Plans

Future US Inc. is delighted to provide eligible employees with comprehensive health insurance plans, covering both US and Canada. These include and not limited to;

- ✓ Medical
- ✓ Dental
- ✓ Vision
- ✓ Life Insurance (Employer Paid and Voluntary)
- ✓ Long-Term and Short-Term Disability
- ✓ Health Savings Account (HSA) with enrollment in applicable medical plan
- ✓ Flexible Spending Account (FSA) for Medical, Dependent Care and Commuter Benefits

Full details, including employer breakdown, is available upon joining Future via our People Site.



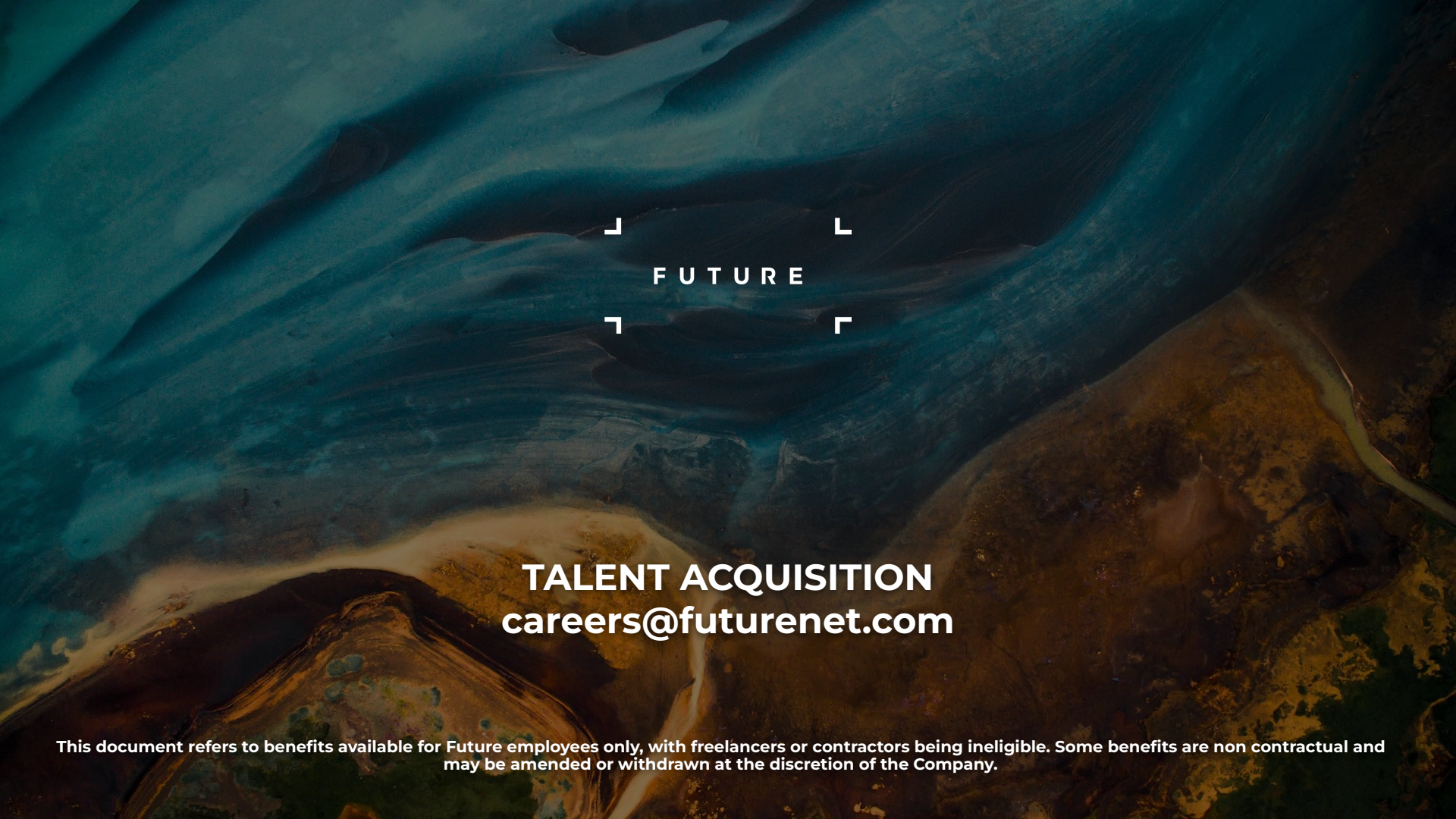
And That's Not All..

Alongside all the other great benefits to offer at Future we also have the following benefits available once a probation period has been passed, based on your location, including;

- ✓ Electric Vehicle Benefit Scheme
- ✓ Cycle To Work Scheme
- ✓ Eye Test And Prescription Glasses
- ✓ Shopping Discounts
- ✓ Season Ticket Loan

Important note:

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FUTURE

TALENT ACQUISITION
careers@futurenet.com

This document refers to benefits available for Future employees only, with freelancers or contractors being ineligible. Some benefits are non contractual and may be amended or withdrawn at the discretion of the Company.