



## **Employee Wellness Policy**

Amended and Restated as of April 24, 2026

### **Purpose**

Everforth, Inc. and its subsidiaries (collectively, “Everforth” or “the Company”) understand that taking care of our employees’ health is an expression of our values, essential to our business, and a vital aspect of building a happier workplace. Therefore, we want our employees to have access to wellness resources and the ability to tailor personalized wellness plans. Through our employee wellness programming, we aspire to help our employees reduce stress, improve their physical health and stamina, and flourish mentally and emotionally. We also undertake Workplace Health and Safety measures, including those to prevent occupational accidents.

### **Scope**

This policy applies to U.S. internal employees of Everforth. We may offer our wellness programs as part of a group health plan or separately.

Everforth provides our eligible employees with a variety of employee wellness resources, including:

- Health and nutrition information
- Mental wellness support
- Wellness and stress management webinars
- Workplace ergonomics guidance

### **Health Care Benefits, Mental Health, and Employee Assistance Programming**

Everforth provides a comprehensive menu of health benefits to ensure we make life better for our employees and their families, including medical and mental health coverage and dental and vision plans; short- and long-term disability; life and accident insurance; health savings accounts and flexible spending accounts and savings plans. Everforth also offers certain consultants and their dependents access to various benefit options, including medical, dental and vision plans, life insurance, and accident coverage.

Mental health is just as important as physical health. Employees who can manage their stress tend to be happier and more productive. To further support the mental health of our employees, Everforth provides a variety of mental health resources, including stress management courses and Employee Assistance Programs (EAPs).

All benefit eligible Everforth employees are provided with SupportLinc – an Employee Assistance Program Platform that includes 24/7 support and guidance to address personal issues such as: anxiety, depression grief, relationship challenges and substance abuse; career resources and on-demand training; and referral services for legal consultation, financial assistance, caregiving, home repair and more. Employees can access SupportLinc services via in-person counseling, phone, live chat, virtual sessions, email and text.

### **Employee Community Groups**



Employee Community Groups (ECGs) are voluntary, employee-led groups, which are open to all employees, provide a platform for employees to connect, share ideas, and support one another. Organized around common interests, backgrounds, or experiences, ECGs offer networking opportunities and a sense of belonging, while contributing to a more collaborative workplace culture. All employees are encouraged to participate.

### **Administration of Wellness Benefits**

Benefits Departments within Everforth, Inc. and each of its subsidiaries communicate applicable Wellness resources and initiatives to employees and encourage participation. Benefits team members are also available to discuss and address any related questions. Questions related to Everforth's Wellness Policy should be directed to [benefits@everforth.com](mailto:benefits@everforth.com).

### **Review**

This policy will be reviewed with Senior Management and updated periodically, as needed. Everforth reserves the right to revise, amend, terminate, and interpret this policy.