

# YOUR BENEFIT SNAPSHOT



Revelyst offers both company-provided benefits, at no cost to you, and optional benefits. For the optional benefits, you have the option to elect coverage, for which you will pay part or all of the cost.

## YOUR 2025 BENEFITS

**Company Provided Benefits** (you receive coverage automatically):

- + Basic Life Insurance
  - Travel Assist & ID Theft
  - Funeral Planning
  - Beneficiary Assist
- + Basic Accidental Death & Dismemberment (AD&D)
- + Basic Short-Term Disability (STD)
- + Employee Assistance Program (EAP)
- + Paid Time Off (PTO)
  - Holidays
- + AiRCare Health
- + Adoption Assistance
- + Paid Parental Leave (for new parents)
- + Employee (Product) Purchase Program

**Optional Benefits** (you must enroll to receive coverage):

- + Medical and Prescription
  - Two plan offerings — a Traditional PPO Plan and a Health Savings Plan (HSP)
- + Telemedicine (if enrolled in a company medical plan)
- + Hinge Health (if enrolled in a company medical plan)
  - A digital musculoskeletal (MSK) clinic with personalized care plans to help you and your dependents recover from pain, discomfort, and injuries related to muscle and joint health
- + 9amHealth (if enrolled in a company medical plan)
  - A complete cardiometabolic care program that provides support for people living with diabetes, hypertension, and other related conditions.
- + Critical Illness, Accident and Hospital Indemnity Insurance
- + Health Savings Account (HSA)
- + Flexible Spending Accounts (FSAs)
  - Health Care
  - Limited Purpose
  - Dependent Care
- + Dental
  - Two plan offerings: Basic and Basic Plus Plan
- + Vision
- + Supplemental Life & AD&D
- + Buy-up Short-Term Disability (STD)
- + Voluntary Long-Term Disability (LTD)
- + PTO Buy/Sell Program
- + 401(k) Plan
  - Revelyst matches up to 6%
- + Legal Services
- + DailyPay



### OUR MANIFESTO

## WE ARE MAKERS

Revelyst is a collective of makers who design and manufacture performance gear and precision technologies.

Our category-defining brands leverage meticulous craftsmanship and cross-collaboration to pursue new innovations that redefine what is humanly possible in the outdoors.