



## BENEFITS THAT EMPOWER YOU

### COMPREHENSIVE HEALTH & WELLNESS

#### Health Coverage

At embecta, we are committed to supporting the well-being of our employees. Our health benefits are designed to maintain and improve your or your family's physical health. Our plans are competitive and may include dental and vision coverage, depending on the location. This will ensure you and your family can access essential care and services when needed. We also offer preventive care initiatives to promote a healthy and balanced lifestyle. By prioritizing your health and wellness, we aim to create a supportive work environment where you can thrive professionally and personally.

#### Employee Assistance Program (EAP)

Our EAP program provides confidential counseling and support services to help you manage personal and professional challenges. Whether you or your family need stress management, financial advice, or work-life balance assistance, our EAP offers resources and guidance. We are committed to fostering a healthy and supportive work environment, ensuring you have access to the tools and support you need to thrive both personally and professionally. Our EAP program is available in multiple languages and works 24/7 all year around.

### FINANCIAL SECURITY

#### Compensation & Pay

Our compensation packages are designed to be fair and competitive so we can attract the right talent to help us achieve our Mission. For many jobs, we also provide incentive pay which rewards our employees for their contributions and results.

#### Retirement Plans

Your future matters. At embecta, we offer a retirement plan to help you prepare and save for a comfortable future. Our retirement benefits may include competitive company matching contributions, allowing you to save for retirement with our added support. This benefit offering varies per location but with our commitment to your future, you can focus on building a successful career while planning for a secure and fulfilling retirement.

#### Income Protection

Our risk policies will protect your income and support your family in case of illness or loss, offering peace of mind and financial security during these times. Our plans may include life insurance, disability, funeral, income protection, accident insurance, or critical illness. No matter your location, our plans will support you through unexpected events so you can confidently focus on your career while knowing that you and your family will have comprehensive protection in place.

## WORK-LIFE BALANCE

### Flexible Working Hours

We support flexible working arrangements for many of our jobs, including remote work options, to help you manage personal and professional commitments.

### Time to Recharge

At embecta, we value the importance of work-life balance and offer a generous paid time off (PTO) policy to support your personal and professional needs. Our PTO benefits allow you to take time off for vacations, personal matters, or rest and recovery. Taking time away from work is essential for maintaining overall well-being and productivity, and our PTO policy is designed to ensure you have the opportunity to recharge and return to work refreshed.

We offer regional public holidays and may also offer regional company holidays as culturally appropriate.

## LEARNING & DEVELOPMENT

### LinkedIn Learning

We are committed to your professional development at embecta. That's why we offer access to LinkedIn Learning, a comprehensive platform featuring a vast library of online courses and tutorials. Whether you're looking to enhance your skills, explore new areas of interest, or advance your career, LinkedIn Learning provides valuable resources and expert-led training to help you achieve your goals. With a wide range of topics and flexible learning options, you can continuously expand your knowledge and stay ahead in your field while balancing your professional responsibilities.

### Career Growth Opportunities

Whether through global mobility programs or internal promotion, we provide clear pathways and opportunities for your career progression.

## ACCOLADES

### Awards and Recognition

Recognition plays an important role in our culture here at embecta. We want to celebrate results and behaviors that contribute to our success and make embecta a great place to work. In addition to encouraging feedback in our day to day work, we have three formal programs to drive recognition including Emerge, Hungry Mindset, and CEO Award programs.