# Global

## Benefits Guide

### General Overview

teradata.



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# Employee Value Proposition

At Teradata, we shape the future of data and analytics, but we're more than just a technology company. Behind everything we achieve is our people, a diverse, global community that is committed to bold innovation, empowered growth, and trusted collaboration. Every day we adapt and build to exceed the demands of a changing world – and we do it together.

Our Employee Value Proposition (EVP), which includes our Compensation Philosophy and Global Benefits Philosophy, anchors an intentional and competitive commitment to how we enable that excellence. Built on our foundational belief in inclusion and fairness, our EVP ensures a holistic approach to culture that supports the wide-ranging needs and circumstances of our people, including all aspects of well-being – physical, financial, emotional, and social.

## Physical

Provide offerings that allow employees to **thrive** physically by managing one's health through preventative care, ongoing maintenance type care, and urgent care.

## Financial

Provide programs to aid in being financially **secure** where employees can manage financial commitments, establish financial goals, protect against risk, and save for future needs.

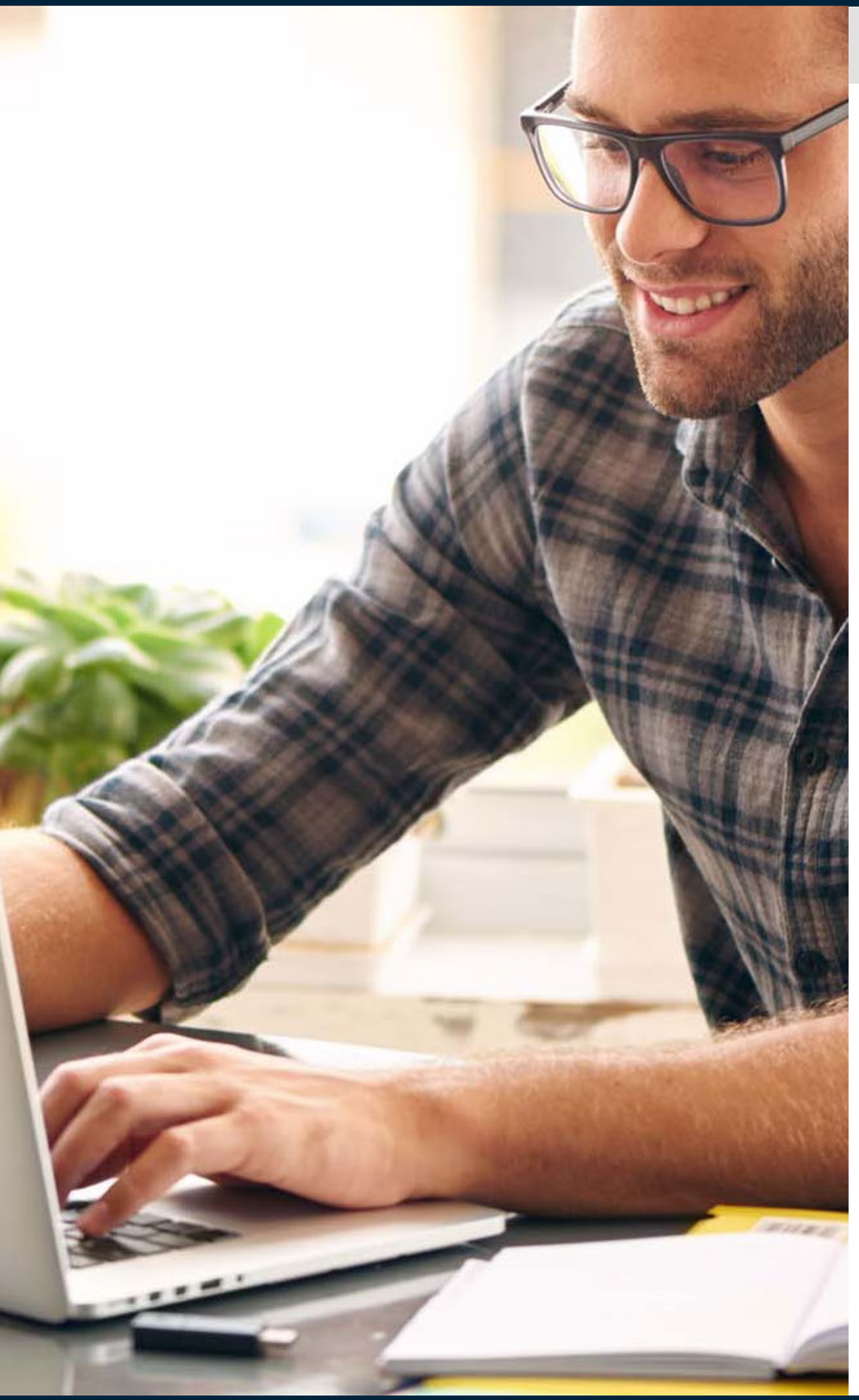
## Emotional

Provide opportunities to **focus** on how we feel, in order to be emotionally and psychologically healthy, practice self-care, and build a sense of meaning and purpose.

## Social

Provide opportunities and time off to **nurture** relationships, build a sense of belonging, and generally enjoy life.

By championing this culture of care across all aspects of well-being, we create space where each of us can thrive - and when our people thrive, so does Teradata. **#WeCare**



# Benefits Overview

With employees in several continents and countries, you're joining a truly global team. No matter where you are in the world, we're pleased to offer you competitive compensation, benefits, and more.

This benefits guide is intended to provide high-level information about the benefits we offer. The specifics may vary by country due to statutory requirements, market practices, and other factors. To learn more about the benefits specific to your country, please refer to your recruiter.

If you have recently been hired, you will have easy access to country-specific benefit plans on the company's intranet, The People Hub, after your start date.

## Benefits eligibility and enrollment

In general, full-time and part-time employees are eligible for benefits. However, this may vary on location and benefit type.

## Enrollment

Employees are eligible to enroll in benefit plans upon the start of their employment. It is important to review your options carefully and make selections that best meet your personal and family needs. Enrollment must be completed within the designated enrollment window. Once elections are submitted, they generally remain in effect for the plan year unless you experience a qualifying life event (e.g., marriage, birth of a child, loss of coverage), which may allow for mid-year changes.

## Key actions for newly eligible employees:

- **Complete your onboarding paperwork and tasks**, as this is required for enrollment in various plans. For benefits that require an active election, follow the enrollment instructions provided in your hire packet or on The People Hub , and ensure you complete your elections within the allotted timeframe.
- Visit The People Hub for country-specific enrollment timelines, eligibility criteria, plan details, and any additional actions required.



# Health & Financial

## Health plans

In alignment with our Global Benefit Philosophy, Teradata provides market-competitive options for basic **medical**, **dental**, and **vision** coverage to employees wherever possible. Some plans may be offered as a supplemental plan to your local social scheme contributions or direct reimbursements.

## Financial plans

Teradata offers the below financial programs to help you be financially secure and assist with supplementing any local statutory provisions. To learn more, ask your recruiter about the plans specific to you.

- **Disability Insurance/Income Protection** – Short and long-term disability (called Income Protection in some countries) provides financial support in the event you are unable to work due to injury or illness. In many countries, this coordinates with any local statutory provisions.
- **Life & Accidental Death Insurance** – Teradata provides a multiple of your basic salary or a lump sum amount for life and accidental death.
- **Retirement Plan** – Retirement options assist with savings either through a local social scheme or through a company plan for your retirement. Depending on the country, there may be employee and/or employer contributions.

### Important:

The information provided here is intended as a Global summary. Specific benefits, eligibility, and company coverage may not be available in all countries. There may also be a cost for certain plans. Please contact your recruiter for more information.





# Financial plans & tools

## Employee stock purchase plan

What if you could share in the ownership and success of Teradata? The Employee Stock Purchase Plan ("ESPP" or "the Plan") provides you the opportunity to purchase common stock of Teradata Corporation and become a shareholder of the Company. Participation in the Plan can help you develop or add to your financial portfolio by purchasing shares of Teradata stock at a 15% discount through post-tax payroll deductions. Generally, all regular full and part-time employees who have been employed with Teradata for at least 30 days prior to the offering date are eligible to participate in the Employee Stock Purchase Plan (ESPP).

- Eligible employees can enroll in the ESPP during open enrollment periods, which usually occur twice a year in February and August.
- Through payroll deductions you can choose to invest anywhere from 1% to 10% of your eligible pay to buy Teradata shares at a 15% discount from the market price.
- Once the offering period has ended, your accumulated payroll deductions will go toward the purchase of stock.
- The purchase price will be 85% of the market price on the first or last day of the offering period, whichever is lower.

The ESPP is not in place in the following countries: Japan, UAE, Saudi Arabia, and Philippines.

## LearnLux

LearnLux is your financial wellbeing benefit, giving you access to tools, interactive lessons, and 1:1 guidance from financial experts located where you work and live, all at no cost to you. Whether you are budgeting, saving, or planning ahead, LearnLux is designed to support you at any stage. The benefit is confidential and focused on education and guidance, not selling products.



# Time Off & Leave

Teradata offers **generous time-off and leave programs to support an absence from work**. Typically, we define "time off" as a short-term absence and "leave" as a long-term absence.

### Vacation time
Teradata believes that work-life balance and wellness is an important aspect of our company culture. Everyone needs time away from work for rest, relaxation, and revitalization. Teradata provides vacation time off (sometimes known as Annual Leave) in alignment with statutory guidelines, at a minimum, for these circumstances.

### Holidays
Having the time to recognize local holidays and celebrate traditions with family and friends is important no matter where you are in the world. Teradata provides paid holidays around the globe, allowing employees to observe the holidays and traditions important to them.

### Sick time
Teradata encourages employees to take time away from work to rest and recover when they are sick. We provide paid sick time off for short periods of illness and sick leave for longer periods.

### Well-being Days
Well-being days are designed to give you extra time for your personal and professional well-being goals. These days are spread throughout the year and generally take place each quarter.

### Birthday day
Teradata allows employees to take a paid day off to celebrate their birthdays each year.

### Jury duty*
Teradata encourages employees to take time for their civic duty. Jury duty is an important civil requirement where a court calls up citizens to sit as a juror for a period of time. Teradata, where applicable, provides paid jury duty time off for these circumstances.

### Volunteer
You are encouraged to actively support their local community. You are provided up to four days a year (1 per quarter) during regular work hours to volunteer and contribute to local charities, environmental causes, and disaster relief efforts.

### Voting time*
Teradata empowers you to exercise your right to vote. You are permitted up to 8 hours of time off per year to participate in national, regional, and local government elections.

### Parental leave
Teradata offers a global minimum of 14 weeks of parental leave for all new parents, including through adoption, birth, or foster care placement. This runs concurrently with any statutory pay and leave in your country.

### Bereavement
Teradata strives to provide support during some of life's most challenging times.  Our Bereavement plan allows for paid time off to mourn and cope with a loss. You are provided with 5-15 days of paid time off for the loss of a family member or a family planning loss. Additionally, we offer 3 days off for the loss of a beloved pet.

*This benefit may not be available to you due to local practice please refer to your recruiter



# Work, Life, Well-Being, & Travel

**Wellness Coach**
Wellness Coach is an easy-to-access app. There is something for everyone – whether you need a workout, help falling asleep, guidance on your diet, or a quick stress-relief meditation before your next meeting.

**Tuition Assistance**
Teradata's Tuition Assistance provides financial reimbursement up to the equivalent of $10,000 USD to eligible employees for both undergraduate and graduate-level education at accredited colleges or universities.

**Employee Referral Program**
Employee referrals tend to align well with our core values, onboard quickly, and stay with the company longer. Having a trusted peer refer an individual gives that person a greater sense of understanding of the role and the company culture.

**On-demand learning**
At Teradata, we recognize the importance of learning and development. We provide opportunities to expand your skills and knowledge throughout your career here. You will have access to Teradata University, LinkedIn Learning, CareerU, and Country Navigator.

**Flexible Work**
Teradata provides a flexible working model that enables employees to balance their work and personal lives.

**Mentorship**
Teradata's mentoring portal supports employee growth and development by facilitating mentorship relationships that best meet each employee's individual needs. Whether as a mentor or a mentee, mentoring has the power to accelerate self-development, career progression, and overall confidence.

**Business travel accident insurance**
If you have an accident while traveling for company business, this benefit provides coverage of three times your annual base pay, up to a maximum in case of death. In the event of serious injury, partial coverage is provided.

**Traveler medical coverage**
Teradata provides emergency medical and dental coverage through an insurer while you travel abroad.

**Traveler security services**
Teradata partners with leading global security services experts to provide travel alerts and security evacuation services while you travel on business.

## Employee Assistance Program (EAP)

The CuraLinc EAP provides confidential professional counseling assistance to you and/or your family members, to help resolve personal problems, both on and off the job. The program offers counseling in a wide range of areas including emotional and personal problems, family and relationship issues, budgeting, career development, divorce, separation and parenting concerns, and more.



# Inclusion Communities

Inclusion Communities bring employees together through shared experiences, interests, and perspectives. These employee-led groups help foster connection, professional growth, learning, networking, allyship, and community engagement. All employees are welcome to participate, including allies. Employees can learn more and join a community through The People Hub.

**Asian American and Pacific Islander (AAPI)**
Works to broaden inclusion, understanding, history, and culture of the AAPI community.

**BLEND**
Promotes an inclusive workplace culture — for an India-based group of employees — in which all forms of diversity are valued.

**Emerging Talent**
Helps employees early in their careers build networks, develop skills, explore career opportunities, and connect with colleagues across the company.

**Families @ Teradata**
Supports caregivers and families through networking, shared experiences, educational resources, and community connections.

**HISPA**
Supports a network of Hispanic associates and their allies with a community outreach focus.

**Indigenous Reconciliation at Teradata**
Foster an environment that strengthens the relationship between First Nations Peoples and non-Indigenous Australians for the benefit of all Australians.

**Neurodiversity and Disability Awareness Group (NDAG)**
Promotes awareness, accessibility, and support for neurodiverse and disabled employees while fostering an environment where everyone can thrive.

**Teradata Alliance of Black Employees (TABE)**
Improves the workplace experience and promotes professional, personal, and cultural growth for those of African ancestry and their allies.

**Teradata Pride**
Promotes awareness and inclusion through interactive events, social platforms, and safe space programs for LGBTQ+ employees and their allies.

**Toastmasters**
Promotes awareness, accessibility, and support for neurodiverse and disabled employees while fostering an environment where everyone can thrive.

**Veterans**
Sponsors programs supporting U.S. active duty, military spouses, wounded warriors, veterans, and their supporters.

**Women of Teradata**
Creates opportunities for learning, mentorship, networking, and professional development while supporting career growth and community engagement.



# Teradata Cares

At Teradata, giving back is part of how we build stronger communities and a more meaningful employee experience. Through Teradata Cares, employees can support causes that matter to them by volunteering their time, sharing their skills, creating or joining giving campaigns, and making charitable contributions in their communities.

To help amplify employee impact, Teradata provides up to four paid volunteer days per year and matches eligible donations to nonprofit organizations up to $750 USD annually, where permitted. Employees may also be able to record volunteer time, request matching gifts, participate in volunteer rewards, and explore giving opportunities through Teradata's giving platform. Whether supporting education, environmental causes, disaster relief, local community organizations, or colleagues in need, Teradata Cares helps employees turn personal purpose into positive community impact.

# Environmental, social, and governance (ESG)

At Teradata, ESG reflects how we operate responsibly, support our people and communities, reduce environmental impact, protect data, and uphold strong ethics and governance. ESG is not a standalone effort; it is part of how we build trust with employees, customers, shareholders, and the communities where we live and work. Our ESG program focuses on responsible business practices, including environmental stewardship, data security and privacy, ethical conduct, inclusion, community impact, responsible sourcing, and long-term resilience. Our annual ESG Report shares our commitments, progress, and the actions we are taking to strengthen sustainable business practices. Learn more about Teradata's ESG commitments, goals, and progress in our annual ESG Report on teradata.com.

# Disclosures

This document provides a high-level summary of the benefit plans and programs offered to Teradata employees. Detailed explanations of the Teradata benefit plans are contained in the plan documents. Please note that benefits can be changed at any time.

The relevant plan documents will govern if there are any differences between this guide and the knowledge articles on The People Hub.

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