

HEALTHY BODY

Medical/Vision and Dental Coverage: Medical/Vision and dental coverage is available for you and your eligible dependents. Nordstrom pays on average 70% of the premium cost and your share is deducted from your paycheck pretax. You are eligible for coverage the first of the month following your date of hire. You'll receive an email when you're eligible to enroll.

HEALTHY MIND

Everyday Solutions, Employee Assistance Program: You and your eligible dependents have access to confidential counselling, well-being education, referral services, legal planning, financial planning, and discounts on a variety of services. Available at hire.

- Koa Foundations: Digital self-care tool, to help you tackle common issues such as stress, depression, anxiety, and insomnia
- Discounts on pet insurance, travel, fitness needs and more through the Working Advantage Discount Network

Talkspace Therapy: You have mobile and online access to unlimited private text, video, or audio messaging and one live therapy session per month with a dedicated therapist. Available the first of the month following date of hire.

Bright Horizons Subsidized Child/Adult/Elder/Pet Care: You will receive 10 back-up care days per calendar year that can be used towards subsidized center-based childcare, in-home child/adult/elder care, tutoring, virtual or in-person camps and pet care. Available the first of the month following three months of employment.

Nordstrom Cares Employee Match & Volunteer Program: Nordstrom is committed to supporting the communities where we live and work. You'll receive up to \$5,000 annually to match your personal contributions of cash or volunteer time to nonprofit organizations in the U.S. Available at hire.

Self Managed Time Away: No preset number of paid time off days or entitlement. Take time off as needed in coordination with your leader.

Eight company-wide Paid Holidays: New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day. Some locations offer additional state-specific paid holidays. Available at hire.

Bereavement Leave and Jury Duty Pay available at hire.

Leave of Absence: Provides time away to recover from an illness, care for a family member or serve in the military. Sabbatical Leave is an opportunity to take off six weeks unpaid. Available after completion of 10 years of service.

Nordstrom Paid Parental Leave: After being employed for 180 days, you may be eligible for:

- **Nordstrom Paid Maternity Leave** – Eligible employees who give birth may receive up to 100% of predisability earnings for up to six weeks.
- **Nordstrom Paid Bonding Leave** – Eligible parents receive 100% of predisability earnings for up to six weeks. Paid bonding in combination with the Paid Maternity benefit provides up to 12 weeks paid at 100% for eligible employees who give birth.

Short Term Disability (STD): Receive up to 100% of predisability earnings during the first 84 days of disability, receive 60% of predisability earnings for the remaining duration of STD (total of 180 days).

Long Term Disability (LTD): Receive 60% of predisability earnings if disability goes beyond 180 days.

HEALTHY WALLET

Nordstrom 401(k) Plan: Opportunity to contribute up to 50% of eligible pay (as pretax, after tax Roth, or a combination of both, up to IRS limits). Participants age 50+ can make additional catch-up contributions. Eligible to contribute at hire.

Auto Enrollment and Escalation: You will be automatically enrolled at a 3% pretax contribution rate 30 days after hire. Your contribution rate will increase by 1% annually until you reach 10%. You may opt out or change your contribution percentages at any time.

Company Contributions: Each pay period you contribute, Nordstrom will match your contributions \$1 per \$1 on the first 1% of eligible pay, then \$0.50 per \$1 on the next 6% of eligible pay, up to a maximum match of 4% of eligible pay (subject to IRS limits). Company contributions fully vest following two years of service.

Deferred Compensation Plan (DCP): This Plan allows you to defer compensation to build your retirement savings beyond IRS limits applicable to 401(k) Plans. You can defer up to 80% of your base salary and up to 100% of bonus earnings on a pre-tax basis. You can also schedule penalty-free distributions while still employed to meet short-term goals.

You must re-enroll each year to participate, and your deferral election is irrevocable for the year. When you are eligible to participate, you will receive an email with information on how to enroll.

Tax-Advantage Accounts: You have the opportunity to set aside pretax dollars to pay for eligible expenses, up to IRS limits. Health account eligibility is based on your health plan enrollment.

- **Health Savings Account (HSA):** If enrolled in the Advantage Plan, Nordstrom contributes up to \$530 individual and up to \$1,060 family. Participants age 55+ can deposit an additional \$1,000.
- **Health Care Spending Account (HCSA)**
- **Limited Purpose Health Care Spending Account (LHCSA)**
- **Dependent Care Spending Account (DCSA)**

Merchandise Discount: You and your eligible dependents are eligible for:

- 33% discount at Nordstrom stores and Nordstrom.com
- 20% discount at Nordstrom Rack stores, nordstromrack.com and restaurants
- 40% discount on Nordstrom Made merchandise during designated times of the year

Employee Stock Purchase Plan (ESPP): Opportunity to contribute up to 15% of your pay to purchase Nordstrom stock at a 10% discount. When you are eligible to participate, you will receive an email with information on how to enroll.

Commuter Expenses: A Commuter Spending Account (CSA) allows employees to set aside pre-tax dollars toward commuting expenses up to the IRS limit.

Once you become eligible, Nordstrom will provide a **Transit Subsidy** of up to \$100 a month, towards eligible mass transit expenses. You must be enrolled in the CSA to receive the Transit Subsidy. Employees in a designated Work from Home position are not eligible for the Transit Subsidy.

Student Loan Refinancing and Personal Loans: Access to an online resource that enables you to compare loan products you prequalify for from multiple lenders. Credible Welcome Bonus: \$500 for refinancing student debt and a \$200 bonus for personal loan.

Basic Life Insurance: Equal to two times your annual base salary. Begins first day of month after hire.

Supplemental Life Insurance: Opportunity to purchase additional insurance for you and eligible family members. Coverage date and evidence of insurability requirements depend on when you enroll and the amount you elect.

Group Home/Auto Insurance & Legal: Purchase these insurance coverages at a discounted rate.

Adoption Financial Assistance: Receive up to \$2,000 for covered expenses with each attempted or successful adoption, with an \$8,000 lifetime maximum.

Eligibility and participation in benefits outlined in this overview are subject to Plan provisions based on the written Plan documents maintained by Nordstrom. In the event of a discrepancy between this and the written Plan documents, Plan documents will govern. Level and composition of benefits are subject to change. If you have questions, or for detailed information about these benefits see the Employee Benefits Summary Plan Description on mynordstrom.com>Nordstrom Benefits Portal. (January 2024)