



2026 U.S. Employee Benefits Summary

A&O Shearman offers a wide array of programs as part of your benefits package. These options have been carefully chosen to meet the needs of our employees and their family members, while maintaining cost and competitiveness in the marketplace. Coverage is effective your date of hire.

MEDICAL COVERAGE

The Firm offers three national medical plans through Cigna – each with a different cost-sharing structure: an HSA-eligible High Deductible Health Plan with employer HSA contributions, the Open Access Plus Plan, and the Open Access Plus In-Network Plan. All three plans use Cigna’s Open Access Plus network of providers. Employees may cover themselves and, if applicable, their spouse/domestic partner and dependent children through the end of the month in

which they reach age 26. The cost of coverage is shared between employees and the Firm.

Cigna also offers separate Critical Illness, Accidental Injury, and Hospitalization plans designed to help ease the financial burden of unexpected health-related events. Employees may cover themselves and, if applicable, their spouse/domestic partner and dependent children through the end of the month in which they reach age 26. The cost of this coverage is paid for by employees.

Belong. Excel.

An onsite health center, located at 599 Lexington Avenue in New York, is available to all employees of the Firm. Staffed with a nurse practitioner and medical assistant, the onsite health center is a convenient place to receive in-person care for common illnesses, health assessments (including annual physicals), bloodwork, health coaching for chronic conditions/wellness, and medications. Virtual appointments are available to those located in New York and New Jersey.

FAMILY BUILDING ASSISTANCE PROGRAM

Through Maven, employees also have access to an inclusive family-building program that supports every path to parenthood. Those enrolled in a Firm medical plan have access to various fertility resources to support them as they try to conceive or explore fertility treatments. Regardless of enrollment in a Firm medical plan, Maven can assist employees with selecting reputable surrogacy or adoption agencies and covers up to a lifetime limit of adoption and surrogacy expenses.

DENTAL COVERAGE

Two national Cigna dental plans are offered – a High Option and a Low Option – each with a different cost-sharing structure. Both plans use Cigna’s PPO network of providers. Employees may cover themselves and, if applicable, their spouse/domestic partner and dependent children through the end of the month in which they reach age 26. The cost of coverage is shared between employees and the Firm.

VISION COVERAGE

Vision coverage is available through Vision Service Plan (VSP). The plan provides services at minimal cost from a provider who participates in VSP’s Signature network, or enables you to receive reimbursements, up to certain maximums, for services obtained outside the network. Employees may cover themselves and, if applicable, their spouse/domestic partner and dependent children through the end of the month in

which they reach age 26. The cost of coverage is shared between employees and the Firm.

HEALTHCARE CONCIERGE SERVICES

TouchCare provides important healthcare concierge services to help employees understand and navigate their coverage. Services include assistance with thoroughly reviewing your coverage, helping you locate providers that meet your needs, scheduling appointments with providers, estimating costs for services and procedures, determining your lowest cost prescription drug options, and coordinating directly with providers and carriers to investigate confusing bills. This service is available to employees at no cost.

HEALTH SAVINGS ACCOUNT

Health savings accounts (HSAs) are individually owned accounts that enable participants enrolled in HSA-eligible high deductible health plans to set aside and invest pre-tax money to pay current and future health care expenses for themselves and their eligible dependents. HSA balances carry over from year to year and are portable in the event you leave the Firm. If you elect to participate in the Firm’s High Deductible Health Plan through Cigna, you may elect to contribute to an HSA managed by American Benefits Group (ABG). Regardless of your election to make your own contributions, the Firm will provide monthly employer contributions to your account. Combined employee and employer contributions are subject to annual IRS limits.

HEALTH CARE FLEXIBLE SPENDING ACCOUNTS

Flexible spending accounts (FSAs) can reduce the amount you pay for certain expenses each year by allowing you to pay them with pre-tax payroll deductions. You can elect to contribute up to the IRS limit each year to a health care FSA with American Benefits Group (ABG) to help pay for qualified healthcare (medical, dental and vision) expenses for yourself and your eligible dependents. If you elect to

participate in the Firm's High Deductible Health Plan with Cigna, a limited-purpose health care FSA is available. Unlike standard health care FSAs, the limited-purpose health care FSA will not reimburse for qualified medical and prescription drug expenses until after the statutory minimum annual deductible for HDHPs is met for the year; qualified dental and vision expenses are eligible for reimbursement beginning with your first day of coverage.

DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT

You can elect to contribute up to the IRS limit in pre-tax payroll deductions each year to a dependent care FSA with American Benefits Group (ABG). Contributions can be used to help pay for qualified dependent care expenses, such as preschool, summer day camp, before and after school programs, child/adult daycare, and private sitters.

TRANSIT AND PARKING COMMUTER BENEFIT ACCOUNTS

Commuter benefit accounts allow employees to pay for qualified work-related transit and/or parking expenses with pre-tax payroll deductions. You can elect to contribute up to the IRS limit each month to separate transit and/or parking accounts, as needed, with American Benefits Group (ABG). If your monthly commuting expenses exceed the IRS maximum for pre-tax dollars, additional contributions can be made on a post-tax basis.

SHORT-TERM DISABILITY BENEFITS

All employees are eligible to receive benefits under the Firm's short-term disability (STD) policy. Under the policy, employees on an approved STD leave of absence are eligible to receive up to 14 weeks of benefits at 100% of salary followed by an additional 12 weeks at 75% of salary. Firm payments are offset by any state disability, workers' compensation, and insured STD benefits that the employee is eligible to receive.

LONG-TERM DISABILITY INSURANCE

The Firm provides employees with income protection insurance in the event of a long-term disability. Long-term disability (LTD) insurance generally becomes payable after 180 days of absence due to illness or injury.

The group LTD benefit, paid for by the Firm, is equal to 60% of your base salary, to a maximum benefit of \$20,000 per month. Subject to approval by the insurance carrier, Unum, benefits are paid monthly and are offset by deductible sources of income, such as Social Security Disability Insurance. Benefits are generally payable until your Social Security Normal Retirement Age.

An individual disability insurance (IDI) benefit (individually owned, and portable in the event you leave the firm) is available to associates and counsel, as well as employees at the manager level and above. The IDI benefit coordinates with the group LTD benefit to increase your total monthly benefit amount. The cost of this coverage is paid for by employees.

LIFE INSURANCE

The Firm provides employees with life insurance in the amount of five times salary, up to \$1.5 million, at no cost, with mandatory reductions beginning at age 70. This coverage is insured by Unum.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

The Firm also provides employees with accidental death & dismemberment (AD&D) insurance in the amount of five times salary, up to \$1.5 million, at no cost, with mandatory reductions beginning at age 70. AD&D insurance pays benefits in the event you die in a covered accident or suffer specified serious injuries as the result of a covered accident. This coverage is insured by Unum.

LEGAL SERVICES

The MetLife Legal Services Plan provides unlimited access to a large network of attorneys to assist with a broad range of personal legal matters – such as home and real estate matters, estate planning, civil lawsuits, surrogacy and reproductive assistance, and more. If a network attorney is used, services are provided at no cost. Specified reimbursements are available for services obtained outside the network. In addition, members have access to free customized caregiver support, as well as free tax preparation and filing services. If elected, services are available to you and your eligible dependents. The cost of this coverage is paid for by employees.

IDENTITY THEFT PROTECTION

The Allstate Identity Protection plans provide proactive identity theft monitoring services that alert you at the first sign of fraud. If fraud does occur, Allstate fully manages and restores your identity, and a \$1 million insurance policy covers out-of-pocket costs associated with the restoration. You may elect to cover yourself only or yourself and your eligible family members. The cost of this coverage is paid for by employees.

PERSONAL EXCESS LIABILITY INSURANCE

Chubb provides Counsel and Directors of the Firm with access to group personal excess liability policies that provide high limits of insurance (including unlimited defense costs) above your home, auto, and boat policies in the event you or a family member is found liable for bodily injury, property damage, or personal injury (e.g., libel, slander, defamation, or invasion of privacy). High limits of insurance are also available for uninsured/underinsured motorists and employment practice liability.

PET INSURANCE

Nationwide provides Firm employees with access to exclusive pet insurance plans that are otherwise not available to the general public. Preferred pricing provides savings over similar plans in the market, and premiums are conveniently collected each pay period through payroll deduction. Individual policies are available for dogs, cats, birds, and various exotic pets.

RETIREMENT SAVINGS

Employees may elect to make pre-tax, Roth and/or post-tax contributions to their Firm-sponsored 401(k) accounts with T. Rowe Price through payroll deduction, subject to IRS limits.

The 401(k) plan offers numerous investment options, including age-based portfolios and a self-directed brokerage window, varying by fund objective.

Employees, except those classified as associates and counsel, are also eligible to receive annual profit-sharing contributions to their 401(k) accounts. Profit-sharing contributions are fully vested after two years of service with the Firm.

INDIVIDUAL ASSISTANCE PROGRAM

The TELUS Health individual assistance program, available at no cost to employees and their eligible dependents, provides important support and wellness services to enhance your mental, physical, social, and financial wellbeing. It focuses on alleviating the pressures of managing everyday work, personal and family responsibilities by providing a wealth of online resources and information, referrals to counseling, financial and legal professionals, as well as connections to community agencies. Their clinical team is available 24/7 for both urgent and non-urgent requests for clinical support. If needed, up to five in-person counseling sessions per issue are provided at no cost.

DEVELOPMENTAL ASSISTANCE PROGRAM FOR PARENTS AND CAREGIVERS

RethinkCare provides employees with access to free teleconsultations with Board Certified Behavioral Analysts, as well as a variety of web-based resources, to support families raising children with learning, social or behavioral challenges, or developmental disabilities – regardless of whether they have a diagnosis.

BRIGHT HORIZONS CARE ADVANTAGE PROGRAM

With daycare locations across the U.S., Bright Horizons is available to provide subsidized back-up childcare in the event of a disruption to regular care arrangements. Bright Horizons' services can also be used for in-home child/adult/elder care, virtual camps, and virtual tutoring.

Through Bright Horizons, employees also have access to the Sittercity and Years Ahead databases at no cost. In addition, a free comprehensive college coaching program is available to help employees navigate the complex college admissions process. College coaching services include personalized counseling sessions with experts in college admissions and financing, assistance with creating a customized college list, expert reviews of college application essays, and more.

LACTATION BENEFITS

Breastfeeding partners have access to Milk Stork's domestic breast milk shipping program at no cost while traveling on Firm business. The program offers a wide variety of fully supported, refrigerated and frozen shipping and toting services – enabling mothers to get their milk home from anywhere in the U.S. Additional services available to all partners (regardless of travel status) include free virtual lactation consultations, breast milk nutritional testing, and breast pump ordering assistance.

STUDENT LOAN REFINANCING

SoFi offers employees and their family members the opportunity to refinance student loan debt at lower rates than federal and/or private options, which can save borrowers thousands of dollars. Through SoFi, employees can consolidate all existing student loans into one monthly payment with no origination fee. Those who refinance using the Firm's dedicated URL will receive a \$500 welcome bonus from SoFi.

PRIVATE BANKING PROGRAM

The Citi Private Bank Law Firm Group provides A&O Shearman attorneys with a complete array of financial services that are structured to provide appropriate strategies throughout each stage of a legal professional's career.

This brief description of the Firm's benefits program is not an official plan document or summary plan description. The official plan documents and insurance contracts will govern eligibility, claims processing, and all other aspects of the plans. Allen Overy Shearman Sterling US LLP reserves the right to amend or terminate any or all plans or provisions within its benefits program at any time. Participation in the program or possession of this publication is not intended in any way to create a contract or guarantee of employment.

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