

## Compensation and Benefits Policy

### **Benefits policy at Tradewind Subs**

Tradewind Subs is committed to offering a range of benefits to support the well-being of our employees. Benefit eligibility may depend on factors such as your employee classification (e.g., full-time versus part-time) and your length of continuous employment with the Company.

Some benefits also have specific eligibility requirements set by the plans themselves. When you become eligible to participate in a particular plan, you will receive a Summary Plan Description (SPD) or other plan documents that provide full details of coverage, enrollment, and procedures.

For additional information about your benefits or answers to specific questions, you may contact Human Resources at any time at [hr@twsubs.com](mailto:hr@twsubs.com).

Please note that Tradewind Subs reserves the right to modify, amend, or terminate benefits and/or adjust benefit eligibility requirements when necessary, in accordance with applicable laws.