

One Chobani 2025

Total Rewards Program



One Chobani Benefits
Brewing a culture of health and wellness!

Chobani®

One Chobani

Come As You Are. Be The Best You.

Working at One Chobani is more than just a job—it's a career with a competitive total rewards program that empowers career development, provides comprehensive, high-quality health, personal, and financial benefits to provide security for you and your family, and makes it easier to balance professional growth and personal wellbeing.

Our energetic work environment is the result of diverse backgrounds. Since the beginning, we've focused on fostering tight-knit teams feeding off innovation and creativity. We believe when you're comfortable being yourself and truly love what you do, amazing things happen.

One Chobani is a food maker with a mission of making high-quality and nutritious food accessible to more people, while elevating our communities and making the world a healthier place. In short: making good food for all. We're a values-driven, people-first, food-and-wellness-focused company that uses food as a force for good in the world—we hope you'll consider joining us in that mission.

Career Development

We look for only the most passionate and hard-working people who will share our vision and help us reach the next level. Our own personal development contributes to the larger success of our company.

One Chobani supports you in your journey to achieve professional growth and satisfaction through training, mentoring, routine feedback, recognition and on-the-job learning opportunities. You are empowered to take an active role in your career by viewing career opportunities and participating in various training and development events, including your annual review and reflection and mid-year career discussions. We all have the chance to make a difference.

If you're joining us as a people manager, we're focused on giving the tools you need to help shape the experiences of your team and direct reports. Informed by One Chobani's longstanding values, our employees have defined a set of leadership attributes—essentially the 'playbook' for great leadership behaviors at One Chobani—offering us a collective understanding of what we value most in leadership. You'll learn more about our leader development project in your first few months at One Chobani.



**“If you believe
in something,
work hard and
never give up,
anything is
possible.”**

Hamdi Ulukaya, Founder & CEO



Perks and Programs

PerkSpot

Get exclusive discounts to hundreds of merchants nationwide through our partnership with PerkSpot. With your free membership you'll find discounts on tickets, cell phones, gyms, vehicles, entertainment, pets, apparel, electronics, food, and the list goes on.

Chobani Employee Rewards

Chobani Employee Rewards is our founder Hamdi's way of recognizing the magic that people bring to Chobani each and every day by giving them an opportunity to share in the growth of the company over time. As Hamdi is fond of saying, "Success gets bigger when you share it."

Peer-to-Peer Recognition

To honor our people, we give all eligible team members the opportunity to recognize the extraordinary work that is being done every day, we're proud to offer a peer-to-peer recognition program powered by Bonusly to all full-time employees. Bonusly gives you the ability to give awards to your coworkers when you see someone going above and beyond at work and demonstrating Chobani's values—rewards that can then be cashed in for Chobani swag, gift cards, or charitable donations.

Birth and Bonding Leave

From day one, family has been integral to Chobani. Celebrating family is one of the key hallmarks of our success, and welcoming a new child into the family is a milestone that deserves recognition. At Chobani, we provide all eligible employees with 12 paid weeks to bond with their new child following a birth, adoption or foster care placement. This 12 weeks is separate or on top of Short Term Disability for birthing parents, and is equal to 100% pay, for both birthing and non-birthing parents. In addition, the period of Short Term Disability for the birthing parent, following the birth of the baby (6 or 8 weeks), will be covered at 100% pay. All leave types associated with Birth & Bonding run concurrently with FMLA. Eligibility for this benefit includes all full-time employees who have completed at least six months of continuous employment from their Service Date. The six months of employment must be completed prior to the birth, adoption or the placement of a child for foster care.

Reliable Backup Childcare & Eldercare Assistance

At Chobani, we understand the importance of work-life balance, especially for working parents. That's why we partner with Upwards (formerly WeeCare), a solution to help you manage unexpected childcare needs with ease. Through our partnership, all full-time employees have 24/7 concierge support and access to Upwards' network of quality childcare providers. Additionally, all full-time employees with care needs are eligible for an annual stipend of \$1,200 to use towards child or eldercare costs.

Employee Appreciation

All throughout the year, we host highly-anticipated events for our teams—both company-wide and site-specific. We take time together to celebrate the moments that matter most, from small gatherings to large-scale activations. Whether it's birthdays and work anniversaries, beloved holiday or cultural traditions, peer-to-peer recognition, a new product launch or a milestone moment for the company, we're always finding a reason to show our appreciation for our most important asset—our people!

Tuition Assistance

Chobani offers a Tuition Reimbursement Program to provide an opportunity for employees to further their self-development through education. Eligibility for this benefit includes all full-time team members who have been with Chobani for at least six months and meet eligibility requirements.

Chobani Gives

"Giving back" is one of our founding values. We take great pride in how much time our employees give not only to our company-sponsored activities, but also to their own charitable causes. We multiply that giving back power by offering each employee eight paid hours of volunteer time each year—to be used during one of the many opportunities we offer in our hometowns working to eradicate child hunger or on their own at a charitable organization or cause of their choice.

Chobani ERGs (Employee Resource Groups)

Chobani ERGs are employee-led resource groups that promote a diverse, inclusive workplace aligned with Chobani's mission, vision and goals. Chobani Circles provide a voice to employees who share a common characteristic, and give members and allies an opportunity to participate in creating the employee experience that we all envision.

Diversity, Equity & Inclusion (DEI)

At Chobani, we champion diversity, inclusion, equity, and belonging in every part of the company. Since day one, diversity and inclusion have been a foundational part of our ethos, our policies, and our guiding voice. Our D&I efforts across the company foster a spirit of inclusivity for all through both internal programming and policy initiatives. As Hamdi has always said, "our plants are like the United Nations"—and we know our business is better because of it.

Employee Referral Program

At Chobani, our most important asset is our people. With a rapidly-growing team and an ever-changing business, sometimes it's hard to find the right people for the right jobs—that's why we often rely on recommendations from within our own team. Who knows what qualifies a person to be a member of Team Chobani better than our own employees? To thank them for helping us find the newest members of our team, we're pleased to offer a special cash bonus incentive to those referring a successful candidate.

Gear

Chobani-branded gear is highly-prized, and we make sure each employee has some—through new hire gifts to special celebrations to volunteer recognition. They can also earn it through Bonusly, our peer-to-peer recognition program. And when someone has a baby, we make sure we get them started right with the gift of a Chobani onesie!



Free Products!

Chobani employees have access to free yogurt and other Chobani products, whether it's for enjoying at work or to take home to share with friends and family. And whenever we introduce a new product, we make sure employees are the first to get a taste—they're our greatest brand ambassadors!





Health Benefits

Your health and wellbeing are essential to you and to us! We are proud to offer a full suite of medical, dental and vision benefits.

We partner directly with Cigna Healthcare to provide a simplified experience and a designated team of customer advocates, so you can easily manage your health and make the most of your health and dental plan. From programs that improve your health, to tools that help manage your health spending, there’s so much you can do through the myCigna website and mobile app.

Medical

We offer three high-quality Open Access medical plan options through Cigna Healthcare. The medical plans include a range of coverage levels and costs, giving you the flexibility to select the plan that is right for you. Two of the plans give you the option to participate in a Health Savings Account (HSA). The HSA works like a 401(k) for health care—it’s a bank account you can use for eligible healthcare expenses. You decide when to use the money and unused money can be carried over each plan year and invested for the future—you can even take it with you if you leave your job. If you elect an HSA Qualified Health Plan, Chobani will contribute up to \$600 annually, pro-rated based on start date if you cover just yourself and up to to \$1,200 if you cover eligible dependents.

2025 Weekly Cost: Your weekly cost for medical coverage in 2025 is:

Medical Plan	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Cigna PPO 550	\$60.62	\$116.25	\$105.20	\$174.83
Cigna HDHP 1850	\$32.15	\$59.30	\$55.34	\$87.83
Cigna HDHP 2850	\$27.48	\$49.96	\$46.19	\$73.82

Unique Benefits Offered Under Our Medical Plan

Chobani offers comprehensive benefit coverage, including some non-standard services, in order to meet the diverse needs of our employees. The following are examples:

- Virtual physical therapy
- Addiction treatment services
- Acupuncture
- Bariatric surgery
- Chiropractic care
- Additional mental health support options
- Hearing aid coverage
- Infertility treatment, including in vitro fertilization
- Family Forming services including cryopreservation, surrogracy and adoption and dedicated support
- Emergency care when traveling outside the U.S.
- Routine foot care
- Services for gender reassignment
- Virtual primary and specialty care
- Pediatric hearing aids

Dental

The dental plans, administered by Cigna Dental, cover preventive dental care—including exams, cleanings and X-rays—at 100%. The plans also offer benefits for diagnostic, basic and major restorative services and orthodontia. You have the flexibility to choose any dentist to receive benefits but will pay the least when you visit an in-network provider. The main difference between the two plans is that the Standard Dental Plan does not cover orthodontia, whereas the Enhanced Dental Plan does.

2025 Weekly Cost:

Your weekly cost for dental coverage in 2025 is:

Dental Plan	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Cigna Dental Enhanced	\$3.76	\$7.45	\$12.02	\$17.59
Cigna Dental Standard	\$3.54	\$7.01	\$8.50	\$13.14

Virtual Primary and Specialty Care

As part of our commitment to ensuring access to care, we partner with Galileo to provide Virtual Primary and Specialty Care. Through Galileo, you have access to expert doctors anytime, anywhere. Get easy prescriptions, lab tests, and referrals to local specialists in your area. Receive comprehensive care. Galileo offers thoughtful care options that take into account your personal preferences. You must be enrolled in a Chobani medical plan to utilize Galileo.

Virtual Physical Therapy

Chobani partners with Hinge Health to provide patients access to physical therapy at home and on-demand. Using wearable sensors and computer technology, a team of therapists, physicians, and board-certified health coaches work together to provide tailored solutions that address your physical therapy needs. You must be enrolled in a Chobani medical plan to utilize Hinge Health.

Care and Support For Growing Families

Chobani partners with Cigna and WIN to offer expanded family forming coverage for employees enrolled in one of our medical plans. Maximum lifetime coverage per member is \$45,000. When enrolled, you will have access to dedicated fertility advisors and care advocates to help you navigate your coverage, get help finding a provider or clinic, and connect you to emotional well-being resources.

Vision

The vision plans administered through VSP, provide coverage for annual exams, glasses and contacts. You have the freedom to see any vision provider you choose, but the plan generally covers more when you receive care from in-network providers. The Standard Vision Plan provides a benefit for an exam and lenses or contact lenses on a yearly basis, and frames every other year. The Enhanced Vision Plan provides a benefit for an exam, lenses, contact lenses, and frames on a yearly basis.

2025 Weekly Cost:

Your weekly cost for vision

Vision Plan	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
VSP Vision Enhanced	\$1.80	\$3.23	\$3.43	\$5.30
VSP Vision Standard	\$0.56	\$1.01	\$1.07	\$1.66

Supplemental Medical Insurance

Supplemental Medical Insurance is provided through Securian and can help protect you and your family from significant or unexpected out-of-pocket expenses. These plans are intended to supplement a medical plan.

- Accident insurance supplements your medical plan by providing cash benefit in cases of accidental injuries. Benefits cover hospital stays, dislocations, physical therapy, and more.
- Hospital indemnity insurance can complement your medical coverage by helping to ease the financial impact of a hospitalization due to accident or illness. Benefits are paid directly to you unless otherwise specified and regardless of any other insurance.
- Critical illness insurance helps protect against the financial impact of certain illnesses, such as heart attack, stroke, cancer and more. Critical illness insurance pays in addition to your medical plan and benefits are payable regardless of any other insurance programs.



Personal Benefits

At Chobani, our most valuable asset is our people. Your health is your most valuable asset when it comes to feeling and being your best. Our personal benefits, including our wellness program, give you and your family information and resources to live happier, healthier lives.

Employee Assistance Program (EAP)

Our Employee Assistance Program (EAP) administered by BHS, is a free and confidential service that provides you and your household members with support to overcome challenges, referrals for daily life needs, motivation to take action towards your goals, or just someone to talk with to help you feel your best. Services include up to eight (8) company-paid counseling sessions (per issue per year); unlimited work-life services including legal and financial consultations as well as pre-screened childcare and eldercare referrals; and access to online tools and resources. Additionally, you have access to a wellbeing coach who can help you reach your physical, personal and/or financial goals.

Additional Mental Health Support

Behavioral health challenges can be diverse and complex. That's why Chobani wants to empower you with a broad range of virtual provider options—all available whenever you need them, with maximum convenience and discretion. From general mental health and coaching needs, to specific addiction support, you have access to multiple virtual and live video options, nationwide through Cigna Healthcare.

Health Coach

Cigna Healthcare offers comprehensive Lifestyle Management Coaching programs designed to support you in your journey towards improved health and well-being. You'll work with your coach to come up with a plan that meets your unique wellness needs, including weight loss, smoking cessation, and stress management. Cigna's team of experienced coaches provide personalized guidance and evidence-based strategies to help you achieve your health goals and lead a healthier life

Wellness Subsidy

Get reimbursed for wellness related expenses or use our wellness store through Forma to purchase approved items. Full-time employees are eligible for \$120 per quarter and part-time employees are eligible for \$60 per quarter. These reimbursements or purchases through the Forma store are taxable.

Transportation Benefits

The Commuter Benefits Program allows you to lower your commuting costs by using before-tax dollars to pay for qualified transportation expenses, such as transit passes and parking.

Legal Benefits

Our benefits program with LegalEASE provides enhanced services at a lower cost. The LegalEASE Legal Assistance Plan offers you economical access to attorneys for common legal services, such as will preparation, estate planning, family law, and more.

Identity Theft Protection

Allstate helps assess your risk, deter theft attempts, detect fraud, and manage the restoration process in the event of an identity theft. Privacy advocates certified and trained in identity restoration can detect suspicious activity and act as a dedicated case manager on your behalf and resolve the issue.

Pet Insurance

Pet insurance with various plan designs that cover everything from major medical to everyday care.

Auto and Home Insurance

Farmers Select gives you access to a variety of personal insurance policies, including home, landlord's rental dwelling, condo, mobile home, renters, recreational vehicle, boat, and personal excess liability.

Financial Benefits

Financial protection is as important as your physical health and wellbeing, so we offer a number of financial benefits to help ensure your financial security– for you and for your family.

Chobani 401(k) Plan

Chobani provides eligible employees with an easy, convenient way to save for retirement. When you contribute pre-tax dollars directly from your pay, Chobani will match 100% of the first 5% of eligible compensation.

All regular full-time and part-time team members are eligible to enroll in the Plan as of the first day of the month following your date of hire, as long as you are age 18 or older. If you don't enroll within 60 days after your date of hire, you will be automatically enrolled in the Plan at a rate of 3% of your eligible compensation.

Life Insurance

Chobani provides all eligible employees with basic life insurance and AD&D insurance through Lincoln Financial to protect your family financially in the event of your death or dismemberment from an accident. This coverage, fully paid for by Chobani, is equal to \$50,000 if your earnings are less than \$50,000 annually, or one times your basic annual earnings if your earnings are more than \$50,000 (maximum of \$300,000).

Additional life and accidental death and dismemberment insurance for you and your dependents is also available for purchase.

Disability Plans

Chobani provides all eligible employees with short-and long-term disability coverage through Lincoln Financial. The coverage provides you with income for when you need to miss work for an extended time due to an illness or accident. Short-term disability coverage, for all eligible employees, pays 100% of your pre-disability earnings for the first 6 weeks and then any remaining period of short-term disability at 75% of your pre-disability earnings, for up to 26 weeks.



If your disability extends beyond 26 weeks, long-term disability provides a benefit equal to 50% of your pre-disability earnings, up to \$9,000 per month. This coverage is fully paid for by Chobani. Additional long-term disability coverage is also available for purchase.

HSA Funding

The IRS requires that an HSA be paired with a Qualified High Deductible Medical Plan to receive and contribute funds tax-free. If enrolled in a HSA qualifying plan, Chobani will contribute to your HSA to help you meet your deductible and pay for qualifying medical expenses. Chobani contributions amounts for HSA account holders for 2025 are \$600 annually for employee only coverage and \$1200 annually for coverage with dependent(s). You can also make tax-free deposits into your HSA.

HSA Investing

We make it easy to invest by offering a low HSA investment threshold of \$100. Once your HSA reaches that amount, you're able to invest in interest-bearing accounts or mutual funds without ever leaving your online account.

Limited Purpose Flexible Spending Account (FSA)

Employees enrolled in a high deductible health plan have the opportunity to also enroll in a limited purpose FSA to help with eligible dental and vision costs only.

Competitive Loans

The Kashable employee benefit program is available exclusively to Chobani employees. The program is designed to offer competitive loans with fast approval and funding deposited directly to your bank account.

A Kashable loan is a reliable way to pay down expensive debt, preserve retirement savings, and cover unexpected expenses with loans that you repay automatically through payroll deductions.

Flexible Spending Accounts

You can set aside tax-free money in a health care and/ or dependent care flexible spending account to pay for eligible expenses, such as qualified medical, dental and vision expenses, and child and elder care. The money you contribute is taken from your pay before taxes are deducted, lowering your taxable income. You decide when to use your account to pay for eligible expenses.

A Job at Chobani is More Than Just a Job



At Chobani, you can look forward to making a difference every day. We share passion, dedication, and sheer love for everything we do.

Do your talents and interests match a company like ours, where entrepreneurship, craftsmanship, innovation, leadership, integrity and giving back come first? Our unique culture does more than set us apart from other companies—it unites us as a family.

Chobani is committed to providing you with the opportunity to find great personal success. Our Total Rewards Program focuses on many things that matter to you: compensation and recognition, time off, paid family leave, health benefits, financial protection, retirement benefits and more. Grow with us and explore the rewards of an exciting future with Chobani.

This brochure describes certain benefit plans as they apply to eligible employees. Complete details about the plans are in the legal plan documents. If there is any difference between the information provided in this brochure and provisions of the legal plan documents, the plan documents govern. Chobani reserves the right to terminate, suspend, withdraw, amend or modify any of the plans at any time and for any reason. This brochure does not constitute an expressed or implied contract or guarantee of employment.

Chobani is an equal opportunity employer. Chobani will not discriminate against any applicant for employment on any basis including, but not limited to: race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status, marital status, predisposing genetic characteristics and genetic information, or any other classification protected by federal, state and local laws.

The background is a solid blue color. In the corners, there are stylized illustrations. Top-left: A branch with pink flowers and two dark blue birds in flight. Top-right: A light green cloud-like shape, a pink flower, and dark blue leaves. Bottom-left: A branch with pink flowers and dark blue leaves. Bottom-right: A dark blue spiky plant and a light green shape.

To learn more, please visit
www.chobani.com

Chobani®