

ZOLL Medical Corporation
US Paid Parental Leave Program
Updated January 1, 2025

Purpose/Objective

ZOLL Medical Corporation will provide paid leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care.

The purpose of Paid Parental Leave is to give all new parents flexibility and time to bond and adjust to all the changes a new child brings and to give birthing parents time to recover from postpartum disability.

Paid Parental Leave under this policy will run concurrently with any leave of absence available under federal, state or local law, including but not limited to leave under the Family and Medical Leave Act (FMLA), and any state paid family leave programs, as applicable.

Updates to this program will be in effect for births, adoptions or placements of foster children occurring on or after January 1, 2025. ZOLL reserves the right to amend, modify, suspend or terminate this policy at any time.

Eligibility

Eligible employees must meet the following criteria:

- Have been employed with the company for at least 12 months at the time of the child's birth, adoption or foster care placement.
- Be a full-time, 30+ hours per week, regular employee.

Guidelines for Use of Paid Parental Leave

- Postpartum Recovery Leave - Eligible employees who give birth to a child are eligible to receive a maximum of 6 weeks of paid leave per birth. Eligible employees may receive partial pay through short-term disability insurance (STD) and/or state disability insurance (SDI) during this time. Postpartum Recovery Leave is intended to provide income replacement to employees during the unpaid waiting period for STD or SDI benefits and, following the waiting period, to supplement STD or SDI benefits. During Postpartum Recovery Leave, ZOLL will supplement STD or SDI benefits up to a maximum of the employee's base pay rate. To the extent an employee is ineligible for STD or SDI benefits, ZOLL will pay the employee's base pay rate for the duration of the postpartum disability period. Please refer to Compensation During Paid Parental Leave.
- Bonding Leave - Eligible employees will receive 6 weeks of paid time off following the birth of the employee's child or the placement of a child with the employee for adoption or foster placement to bond with the new child. In the case of adoption, the child must be age 17 or younger for this policy to apply. Leave for the adoption of a spouse's or partner's child is excluded from this policy. Bonding Leave will be paid at 100% of the employee's base pay rate or annual base benefits rate, subject to deduction for any insurance, 401(k) or state paid benefits, so as not to exceed 100% of the employee's

base pay rate. Please refer to Compensation During Paid Parental Leave.

- Paid bonding leave under this policy must be taken within the first twelve (12) months following the birth of the employee's child or the placement of a child with the employee for adoption.
- Up to 2 weeks (10 working days) of Bonding Leave may be taken on an intermittent basis in full day increments, unless state or local law provides otherwise. All remaining Paid Parental Leave needs to be taken on consecutive days, subject to applicable law.
- For birthing parents, Bonding Leave will begin after the employee uses Postpartum Recovery Leave (i.e., Postpartum Recovery Leave and Bonding Leave do not run concurrently).
- *Most birthing parents will smoothly transition between Postpartum Recovery Leave (6 weeks) and Bonding Leave (6 weeks) without a gap. If an employee's disability related to childbirth continues beyond 6 weeks, the employee may be eligible for additional leave through ZOLL's STD benefits at 60% of their base pay rate. **Please contact Human Resources if you have a need for additional postpartum recovery time.***
- Multiple births or adoptions (i.e., twins or triplets) do not increase the length of Postpartum Recovery Leave or Bonding Leave granted for that event.
- Upon termination of the individual's employment at the company, the employee will not be paid for any unused Paid Parental Leave for which the employee was eligible.

Compensation During Paid Parental Leave

- Employees who are not commissions eligible will receive 100% of their base pay rate during Paid Parental Leave, which for purposes of this policy, is defined as the employee's regular straight time rate of pay or base salary for the approved period of time off and does not include other forms of compensation such as overtime pay, shift differentials, bonuses, and special allowances.
- Employees who are commissions eligible will receive 100% of their annual benefits base rate (ABBR) during Paid Parental Leave, which includes the employee's regular straight time rate of pay or base salary and any earnings received as commissions. It does not include other forms of compensation such as bonuses and special allowances. ABBR is calculated January 1st of each calendar year.
- Employees must be actively at work on the effective date of any salary or merit increase in order to receive the corresponding increase in compensation for the approved period of time off.
- Paid Parental Leave will be paid on the Company's regularly scheduled payroll cycle.
- Paid Parental Leave is not considered "hours worked" for purposes of calculating overtime.

Coordination with Other Policies and Benefits

- Leave under the FMLA and any applicable state or local laws will run concurrently with Paid Parental Leave under this policy, as permitted by applicable law. Refer to ZOLL's FMLA Leave Policy for details related to FMLA. ZOLL will comply with applicable law. The amount of paid parental leave cannot be scheduled so as to extend the available leave under applicable federal, state or local law.
- In order to receive Paid Parental Leave under this policy, employees who work in a location with state paid family and medical leave (SPFML) benefits are required to apply for those benefits. Paid Parental Leave will supplement the amount of SPFML benefits received so that the employee does not receive more than 100% of their base pay rate

during the leave period. The Company will assume that an employee is eligible for the maximum SPFML benefit. If an employee is receiving less than the maximum benefit, they must submit documentation to ZOLL's third party leave administrator so that the difference may be calculated, and the employee can be compensated for the difference.

- If an employee's SPFML benefit payment is equal to or greater than the employee's weekly base pay rate, they will not receive a parental leave payment from ZOLL.
- ZOLL's third party leave administrator will provide employees with information on how to apply for SPFML and any required documentation.
- Employees are required to provide ZOLL's third party leave administrator with all documents and authorizations required to receive benefits under this policy, SDI and/or SPFML, as well as documents received from applicable local or state agencies with respect to the receipt of benefits from that agency for parental leave/bonding purposes. Failure to provide required information and/or otherwise meet the requirements of this Policy will render the employee ineligible to receive benefits under this Policy.
- ZOLL will continue the employee's insurance benefits on the same terms and conditions as those that existed prior to the leave. Employees will still be responsible for paying their portion of any benefits which will continue to be deducted from the employee's paycheck.
- If a Company holiday occurs while the employee is on Paid Parental Leave, such day will be charged to Paid Parental Leave and will not extend the length of the employee's Paid Parental Leave.

Requests for Paid Parental Leave

- The employee will provide their supervisor and Human Resources with notice of the request for leave at least 30 days prior to the proposed date of the leave (or if the leave was not foreseeable, as soon as possible). The employee must complete the necessary forms and provide all documentation as required by Human Resources and/or ZOLL's third party leave administrator to substantiate the request.
- As is the case with all company policies, ZOLL has the exclusive right to interpret, modify or terminate this program at any time at their discretion.

Reinstatement Following Leave

- Employees returning from Paid Parental Leave will be reinstated to the same position they held prior to the leave, unless the position no longer exists for reasons unrelated to the leave. In such a situation, employees will be reinstated to a similar position with similar pay and benefits.
- Failure to return to work or request an extension of leave time at the conclusion of the leave may result in the loss of reemployment rights.
- ZOLL may deny reinstatement to any employee who would not otherwise have been employed at the time reinstatement is requested. For example, if an employee's position is eliminated during the course of taking Paid Parental Leave and the employee's employment is terminated, ZOLL's responsibility to continue Paid Parental Leave and reinstate the employee ceases at the effective date of the job elimination and termination, unless otherwise required by applicable law.

Additional Information

- Employees who have questions about this policy or need additional information should contact Human Resources.