

Benefits Index

Employee Assistance Program (Global)

The program provides confidential support 24/7, 365 days a year. Employees and family members receive access to certified counselors and other advisors on a range of subjects including finances, legal matters, managerial support, career advice, and personal counseling. The program provides external and confidential support to employees and eligible family members through short-term counseling sessions, well-being articles, podcasts, and tools.

Wellness Program (Global)

Our BeWell program is committed to supporting all employees in building a healthy lifestyle that helps us thrive. All employees have access to exclusive health and wellbeing resources including live wellbeing content, on-demand videos, virtual classes in meditation, yoga, kickboxing, cooking and many more.

Wellness Reimbursement (Global)

Rolled out as part of our BeWell program, employees can seek annual reimbursement (\$US 600) for an array of wellness expenses from exercise equipment and gym memberships to massages and music lessons, whatever our employees need for their own wellness.



Paid Family Leave Policy (Global)	<p>The Guidewire Paid Family Leave (GPFL) benefit helps families welcoming new children by providing up to 16 weeks of paid time off to eligible employees to care for and bond with their newborn, newly adopted, or foster care child. This benefit is available to all eligible employees regardless of gender, family, or caregiving status. Employees can combine GPFL with applicable local and national caregiving leave or insurance benefits, such as short-term disability in the U.S.</p>
Adoption Assistance Program (Global)	<p>Our Adoption Assistance program helps our employees' offset costs associated with adoption. Using this global benefit, employees are reimbursed up to a certain limit for expenses incurred directly from adopting a child under 18 years of age or adopting an individual over 18 years of age who is physically or mentally incapable of caring for themselves. Reimbursement covers items such as legal and court fees, adoption agency fees (including foreign adoption fees), and travel expenses necessary for the adoption.</p>
Sick and Bereavement Leave (Global)	<p>We have increased the annual minimum time off for sick and bereavement leave so that all our employees are supported in their time of need. We have also expanded the purpose for sick (menstruation and menopause) and bereavement leave (miscarriage or loss of any type) as we recognize that one set of criteria does not fit all.</p>
Health Insurance (Global)	<p>We provide Health Plans to all our employees, where applicable, so they can stay healthy and do their best. We provide a holistic approach to providing Health Benefits which includes insurances, on-site classes and special events to help our employees engage in their wellness.</p>
MyTime Program (US)	<p>We offer flexible time off instead of traditional paid time off (PTO) to employees. Instead of accruing and carrying over vacation hours, employees work with their managers and teams to plan their MyTime away from work without having to manage a vacation balance. This provides more flexibility and enables our employees to rest, relax, recharge, and pursue their special interests without a loss of pay or benefits.</p>



MyChoice Long Term Incentive (LTI) Plan	<p>The MyChoice LTI Program enables employees in professional and managerial roles (excluding senior executives such as our Named Executive Officers) to take their annual refresh long-term incentive award entirely in the form of cash, entirely in the form of Restricted Stock Units (RSUs), or in a mix of both (i.e., 50% in the form of RSUs and 50% in the form of cash).</p>
Financial Wellness (Global)	<p>We offer retirement plans, life and accidental death and dismemberment (AD&D) insurance, and disability insurance to our employees, where applicable, to ensure important financial protection to help plan for the future and the unexpected.</p>
FLEX Work and Work from (almost) Anywhere	<p>Guidewire offers the FLEX Work program for positions that can be done remotely versus in a Guidewire office. Taking this flexibility to a global scale, we have the Work from (almost) Anywhere program that permits short term (6 weeks) and longer term options (3-5 months) where you can work from (almost) anywhere on Earth outside of your employment country.</p>
Employee Stock Purchase Plan (ESPP) (Global)	<p>The Employee Stock Purchase Plan (ESPP) is a broad-based plan that provides an opportunity for certain eligible employees to purchase shares of common stock of the Company through voluntary periodic payroll deductions at a discount from the then-current market price. The ESPP allows our eligible employees to acquire an ownership interest in Guidewire and is intended to motivate our employees to contribute to the growth and profitability of Guidewire.</p>



Please send feedback and questions regarding
Guidewire's Annual Sustainability Report to sustainability@guidewire.com