



Member Benefits Guide

This guide provides all the information you need to get started with your Progyny Global fertility & family forming benefits.



**Because
starting a family
is a right.
Not a privilege.**

Progyny Global is an inclusive service, accessible to all eligible employees – no matter their age, gender identity, sexual orientation or relationship status.

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Have any questions ?

We're here to support you along your personal path to parenthood. From start to finish.

support@progynyglobal.com

What is the benefit ?

Progyny Global is an inclusive service providing equal access to fertility care. Our program is designed so that you can better understand your options to have a child, no matter what your path to parenthood may be.

Our Service

We have made it as easy as possible for you: As an Eligible Member, you choose the fertility clinic or provider. You can access any eligible service. And you get reimbursed through your employer-sponsored budget.

We partner with the leading fertility specialists as well as family building service providers to bring you better care, expert knowledge, and at the end of the day peace of mind.

Progyny Global supports all the different ways to form a family whether through fertility treatments such as in vitro fertilization (IVF), freezing eggs/sperm for the future, or adoption. You build your family the way that feels right for you and when you're ready.



360° Concierge service

As a Member, you and your spouse/partner get access to a 360° concierge service, supporting you before, during and after fertility treatments.



Consultations

Our Progyny Global Care Team helps you choose a clinic or service that's best for you and answers all questions in unlimited and confidential one-on-one consultations.



Personalized knowledge center

Our knowledge center provides educational content for all treatments and services, so you can make an informed decision.



Reimbursement

We guide you through dealing with insurance matters and optimizing your employer-funded budget as well as reimbursements and other process-related questions.

Who can use it ?

We believe that everyone who wants to start a family should be able to. That's why we make our service as inclusive and open as possible.

General criterias for joining the program

All employees directly employed at Rivian Volkswagen Group Technologies will be eligible to access the Progyny Member Portal. Students and hourly workers are eligible.

Employees who cannot join: interns and dependent children are not eligible.



Eligible Member

As an Eligible Member, you have access to Progyny Global's services and can use your budget for all eligible treatments and services.

Also important for you to know

- You can check your Member status **anytime in the Progyny Member Portal**.
- You do **not need to have a medical diagnosis of infertility to qualify**, which makes Progyny Global accessible to more individuals, including LGBTQ+ people, and domestic partners.
- **The treatments for your partner are also covered by your employer-sponsored budget, providing that your partner is not employed by your company. To get reimbursed for treatments, you just need to sign a partner agreement with Progyny Global.**

How much is the budget?

You'll be reimbursed by Rivian Volkswagen Group Technologies for



13,800 €

lifetime maximum value (**gross**).



100%

of eligible expenses



Please note that your **spouse or domestic partner is also covered by this budget**.

If two members of the same household work at Rivian Volkswagen Group Technologies – they will share the budget.



Taxes

Your employer-sponsored reimbursement allowance may be considered additional income and therefore subject to taxation. This could impact the income reflected on your wage and earnings statement at year-end and may result in a tax liability.

Any reimbursement up to the limit of your benefit budget will be considered a taxable benefit and you will be responsible for any benefit-in-kind tax and social security contributions due on the amount of reimbursement claimed. Reimbursement of approved treatment costs will be processed through payroll with relevant tax and social security deductions. You will receive a net reimbursement amount less any tax and social security deductions.

What is covered?

Your Progyny Global Benefit Budget covers eligible fertility and family building treatments and services offered by approved fertility clinics in your country of employment and in line with local legislation. You'll find further information in our Member Portal.

For Eligible Members, valid care includes, but is not limited to:

Fertility planning		Initial doctor's consultation		Diagnostics		Lab testing
Reproductive Technology		Fertility treatments (e.g. IVF, ICSI)		Sperm / egg freezing		Medication
Adoption		Agency Fees		Legal fees		

These treatments and services are not covered for reimbursement:

Surrogacy

Over the counter medication

Multi-cycle bundles or unlimited cycles of IVF, ICSI, IUI etc.

Multi-year storage costs for egg / sperm / embryo storage

All pregnancy-related treatments/services (i.e. pregnancy monitoring)

Travel expenses and lodging for embryo/sperm/ egg donors

Cost for employee / partner donating egg / sperm / embryo to a third-party individual

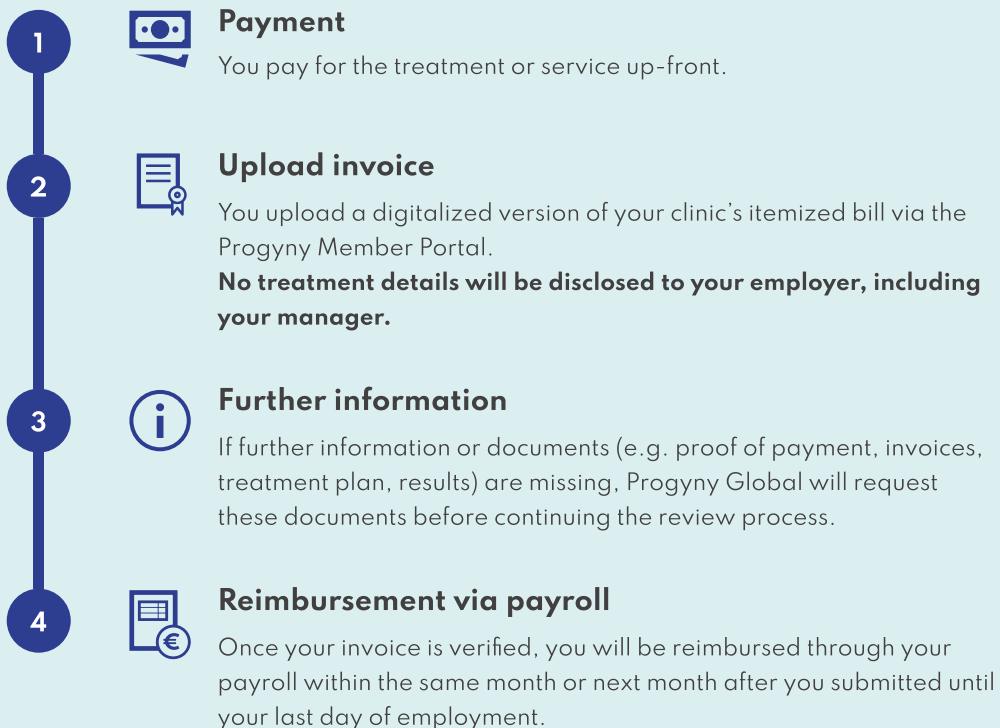
Are there any specifics I should know about?

Please note

- i** You can only receive fertility treatments and services that are legally permissible and available in Germany. International treatments / services are eligible for reimbursement, if they are legally permissible in both your country of employment and the country in which you would like to undergo a treatment.
- i** You will be reimbursed for an eligible treatment that takes place while you are a company employee, once the treatment has taken place and proof of this is provided to Progyny Global.
- i** You cannot be reimbursed for a treatment that has not yet taken place. If you have purchased a treatment bundle, you will only be reimbursed once you have completed the full cycle of treatment.
- i** Progyny Global Benefits program exclusively applies to treatments and services listed in Progyny Global's Member Portal.

How will I be reimbursed?

Payment & Reimbursement Process



Please note

Active employees: Eligible expenses to be submitted to Progyny Global within 180 days of the date of treatment.

If you leave Rivian Volkswagen Group Technologies: Eligible expenses to be submitted before the last day of employment. If you have lost access to the member portal, send an email to claims@progynyglobal.com with the subject line "Rivian Volkswagen Group Technologies Reimbursement Claim" and include the following information:

- Legal first name
- Legal last name
- Your former Rivian Volkswagen Group Technologies email address
- Your employee number
- Detailed itemized invoices (e.g. as PDF attachment)
- If you submit expenses for your partner: signed partner agreement

Progyny Global processes claims for approval within 14 business days and approved claims will be paid on the next applicable payroll date.

How do I start?

Progyny Global makes it easy to access fertility care and family planning treatments, from basic checkups to preservation treatments such as egg/sperm freezing, artificial reproductive treatments (ART), and adoption. There's no need to have an infertility diagnosis to get in touch with us.

It's actually quite the opposite: Progyny Global and Rivian Volkswagen Group Technologies believe that you should be proactive about your fertility and that you should know your options — no matter if you plan to start a family later in life or want to have children as soon as possible.

Your next steps

1



Sign up

Visit <https://member.progynyglobal.com/register> and enter your work e-mail address to register your account and access your benefit.

2



Know your options

You'll find personalized information based on your individual life situation in our knowledge center. Easy-to-understand treatment descriptions are provided so that you're prepared to ask the right questions.

3



Book a consultation with Progyny Global's Care Team

Unlimited calls and e-mail communication. Guidance on where to start, treatments, insurance matters, optimizing your employer-funded budget, and reimbursement.

4



Find a clinic or agency

We help you understand which clinic or agency is best for you based on specialties, your personal preferences, location, and more. We're the friend who has seen it all and done it all — so you don't have to take any detours.

5



Get reimbursed

Submit a request for reimbursement right after receiving the invoice. You will get access to your employer-sponsored funds as soon as your invoice is approved.



Start your individual family

Top 5 questions

What does my employer know about me using Progyny Global benefits?

We share only the absolute minimum information with your employer to get you reimbursed for your treatment. Your employer, including your manager, will never get access to your invoice or treatment details.

As Rivian Volkswagen Group Technologies is sponsoring your treatment, the payroll team will know the total amount of reimbursement and who is being reimbursed. This information is needed for your payroll tax purposes only. We will never disclose your type of treatment.

I have already started on a fertility treatment. Is it covered?

While your benefit budget generally covers treatments received after your employer introduced Progyny Global benefits in your country, we also offer a special **transition of care package**.

To ensure a smooth transition for members currently undergoing treatment with a different provider, we provide a two-months handover period. This means that any expenses incurred up to **60 days prior to the launch of the benefits** will also be reimbursed.

We recommend scheduling a consultation with a Member Care Expert to discuss your specific situation and see how we can best support you during your ongoing treatment.

Do I need to prepare for my consultation with an Member Care Expert?

Apart from sipping a coffee or tea so you feel comfortable: no. We will guide you through everything. And remember, you can ask us anything.

Are there any exclusions I should be aware of?

Please see the 'what is covered' section on page 6 and 7 for further information. Rest assured, we'll guide you through all your options – our Care Experts are well informed about the most recent local rules and regulations.

What if I leave Rivian Volkswagen Group Technologies?

As long as your last date of treatment is on or before your last day of employment and you submitted the invoice by your last day of employment, then it is eligible.

**Every path
to parenthood
is equally valuable.**

**Explore
your options.**



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