



Sam Sample  
965 Hopmeadow St  
Simsbury, CT 06070

Dear Fname,

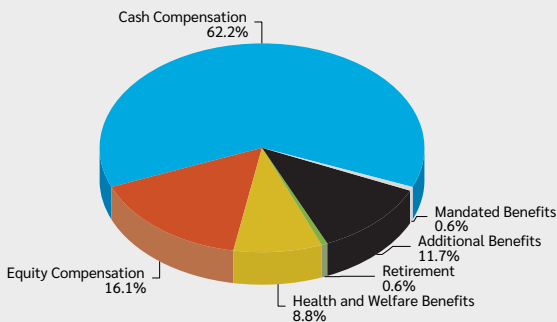
At Lockton, we are committed to providing you with comprehensive compensation and benefit offerings that are not only competitive but designed to support your health and well-being. That is why we are pleased to provide you with this total compensation statement as a snapshot of Lockton's investment in your 2024 compensation and benefits, as well as an overview of additional resources designed to support you at work and at home. If you have any questions, contact Human Resources.

Thank you for your continued contributions to the success of the Company, and we look forward to many more accomplishments in the year ahead!

Sincerely,  
Your Human Resources Team

### Your Total Compensation

This chart illustrates the contributions by Lockton toward your compensation and benefits in 2024.



# Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates Lockton's investment in you as well as your annualized deductions for the benefits you elected as of January 1, 2025.

|                                    | EMPLOYEE CONTRIBUTION | EMPLOYER CONTRIBUTION |
|------------------------------------|-----------------------|-----------------------|
| <b>Cash Compensation</b>           |                       |                       |
| Annual Base Pay                    | —                     | \$64,357.23           |
| Overtime Earnings                  | —                     | \$232.20              |
| <b>Equity Compensation</b>         |                       |                       |
| 2024 Options Granted               | —                     | \$8,327.19            |
| 2024 RSUs Granted                  | —                     | \$8,327.19            |
| <b>Health and Welfare Benefits</b> |                       |                       |
| Medical                            | \$1,696.76            | \$5,692.44            |
| Dental                             | \$93.34               | \$373.10              |
| Vision                             | \$99.06               | \$2,342.90            |
| Health Savings Account             | —                     | —                     |
| Short-Term Disability              | —                     | \$237.68              |
| Long-Term Disability               | —                     | \$241.23              |
| Basic Life and AD&D                | —                     | \$249.72              |
| Voluntary Life and AD&D*           | —                     | —                     |
| Accident                           | \$97.68               | —                     |
| Critical Illness                   | \$238.22              | —                     |
| Hospital Indemnity                 | —                     | —                     |
| Business Travel Accident           | —                     | —                     |
| <b>Retirement</b>                  |                       |                       |
| 401(k)                             | \$1,064.93            | \$639.01              |
| <b>Additional Benefits</b>         |                       |                       |
| Lifestyle Spending Account         | —                     | \$120.00              |
| Pet Insurance                      | \$87.50               | —                     |
| Tuition Assistance                 | —                     | \$12,000.00           |
| <b>Mandated Benefits</b>           |                       |                       |
| Social Security and Medicare       | \$350.21              | \$350.21              |
| Workers' Compensation              | —                     | \$202.13              |
| Unemployment                       | —                     | \$77.70               |
| <b>Total Contribution</b>          | <b>\$3,727.70</b>     | <b>\$103,769.93</b>   |

\* Includes spouse and/or child(ren), if applicable.

### Disclaimer

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# Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates Lockton's investment in you as well as your annualized deductions for the benefits you elected as of January 1, 2025.

Sammy Sample  
965 Hopmeadow St  
Unit B  
Simsbury, CT 06070

Dear Fname,

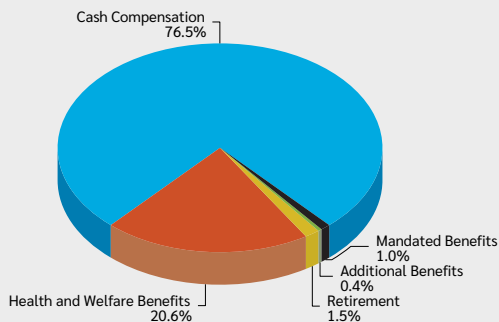
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Your Human Resources Team

## Your Total Compensation

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|                                    | EMPLOYEE CONTRIBUTION | EMPLOYER CONTRIBUTION |
|------------------------------------|-----------------------|-----------------------|
| <b>Cash Compensation</b>           |                       |                       |
| Annual Base Pay                    | —                     | \$44,348.92           |
| Corporate Bonus Target             | —                     | \$1,000.00            |
| Overtime Earnings                  | —                     | \$3,577.12            |
| <b>Health and Welfare Benefits</b> |                       |                       |
| Medical                            | \$930.80              | \$5,209.10            |
| Dental                             | \$93.34               | \$373.10              |
| Vision                             | \$307.06              | \$5,443.21            |
| Health Savings Account             | \$2,850.00            | \$1,000.00            |
| Short-Term Disability              | —                     | \$237.68              |
| Long-Term Disability               | —                     | \$241.23              |
| Basic Life and AD&D                | —                     | \$433.96              |
| Voluntary Life and AD&D*           | —                     | —                     |
| Accident                           | —                     | —                     |
| Critical Illness                   | —                     | —                     |
| Hospital Indemnity                 | \$122.52              | —                     |
| Business Travel Accident           | —                     | \$231.22              |
| <b>Retirement</b>                  |                       |                       |
| 401(k)                             | \$2,891.75            | \$960.00              |
| <b>Additional Benefits</b>         |                       |                       |
| Lifestyle Spending Account         | —                     | \$240.00              |
| Pet Insurance                      | —                     | —                     |
| Tuition Assistance                 | —                     | —                     |
| <b>Mandated Benefits</b>           |                       |                       |
| Social Security and Medicare       | \$68.90               | \$68.90               |
| Workers' Compensation              | —                     | \$138.23              |
| Unemployment                       | —                     | \$424.14              |
| <b>Total Contribution</b>          | <b>\$7,264.37</b>     | <b>\$63,926.81</b>    |

\* Includes spouse and/or child(ren), if applicable.

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# Your Personalized Total Compensation Statement

Total compensation consists of more than just salary. The chart below illustrates Lockton's investment in you as well as your annualized deductions for the benefits you elected as of January 1, 2025.

Samuel Sample Jr.  
965 Hopmeadow St  
Simsbury, CT 06070

Dear Fname,

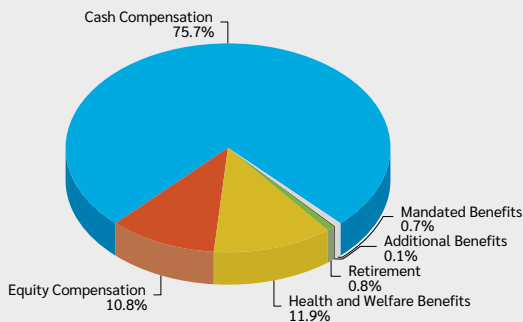
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Your Human Resources Team

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|                                    | EMPLOYEE CONTRIBUTION | EMPLOYER CONTRIBUTION |
|------------------------------------|-----------------------|-----------------------|
| <b>Cash Compensation</b>           |                       |                       |
| Annual Base Pay                    | —                     | \$81,786.00           |
| Corporate Bonus Target             | —                     | \$5,200.00            |
| Commission Payments                | —                     | \$151.52              |
| <b>Equity Compensation</b>         |                       |                       |
| 2024 Options Granted               | —                     | \$6,196.11            |
| 2024 RSUs Granted                  | —                     | \$6,196.11            |
| <b>Health and Welfare Benefits</b> |                       |                       |
| Medical                            | \$802.80              | \$8,898.54            |
| Dental                             | \$173.14              | \$692.20              |
| Vision                             | \$179.06              | \$2,868.43            |
| Health Savings Account             | \$600.00              | \$500.00              |
| Short-Term Disability              | —                     | \$237.68              |
| Long-Term Disability               | —                     | \$241.23              |
| Basic Life and AD&D                | —                     | \$289.68              |
| Voluntary Life and AD&D*           | \$32.80               | —                     |
| Accident                           | —                     | —                     |
| Critical Illness                   | \$238.22              | —                     |
| Hospital Indemnity                 | —                     | —                     |
| Business Travel Accident           | —                     | —                     |
| <b>Retirement</b>                  |                       |                       |
| 401(k)                             | \$8,193.81            | \$960.00              |
| <b>Additional Benefits</b>         |                       |                       |
| Lifestyle Spending Account         | —                     | \$120.00              |
| Pet Insurance                      | \$87.50               | —                     |
| Tuition Assistance                 | —                     | —                     |
| <b>Mandated Benefits</b>           |                       |                       |
| Social Security and Medicare       | \$213.42              | \$213.42              |
| Workers' Compensation              | —                     | \$245.12              |
| Unemployment                       | —                     | \$350.00              |
| <b>Total Contribution</b>          | <b>\$10,520.75</b>    | <b>\$115,146.04</b>   |

\* Includes spouse and/or child(ren), if applicable.

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# Your Personalized Total Compensation Statement

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Samantha Sample  
965 Hopmeadow St  
Simsbury, CT 06070

Dear Fname,

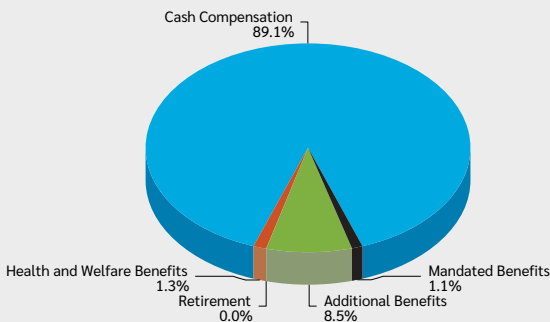
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|                                    | EMPLOYEE CONTRIBUTION | EMPLOYER CONTRIBUTION |
|------------------------------------|-----------------------|-----------------------|
| <b>Cash Compensation</b>           |                       |                       |
| Annual Base Pay                    | —                     | \$53,961.24           |
| Corporate Bonus Target             | —                     | \$2,400.00            |
| Overtime Earnings                  | —                     | \$13,180.00           |
| Commission Payments                | —                     | \$13.09               |
| <b>Health and Welfare Benefits</b> |                       |                       |
| Medical                            | —                     | —                     |
| Dental                             | —                     | —                     |
| Vision                             | —                     | —                     |
| Health Savings Account             | —                     | —                     |
| Short-Term Disability              | —                     | \$237.68              |
| Long-Term Disability               | —                     | \$241.23              |
| Basic Life and AD&D                | —                     | \$529.60              |
| Voluntary Life and AD&D*           | \$45.20               | —                     |
| Accident                           | \$180.34              | —                     |
| Critical Illness                   | —                     | —                     |
| Hospital Indemnity                 | \$122.52              | —                     |
| Business Travel Accident           | —                     | —                     |
| <b>Retirement</b>                  |                       |                       |
| 401(k)                             | —                     | —                     |
| <b>Additional Benefits</b>         |                       |                       |
| Lifestyle Spending Account         | —                     | \$240.00              |
| Pet Insurance                      | —                     | —                     |
| Tuition Assistance                 | —                     | \$6,400.00            |
| <b>Mandated Benefits</b>           |                       |                       |
| Social Security and Medicare       | \$175.43              | \$175.43              |
| Workers' Compensation              | —                     | \$174.68              |
| Unemployment                       | —                     | \$494.10              |
| <b>Total Contribution</b>          | <b>\$523.49</b>       | <b>\$78,047.05</b>    |

\* Includes spouse and/or child(ren), if applicable.

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Sami Sample  
965 Hopmeadow St  
Simsbury, CT 06070

Dear Fname,

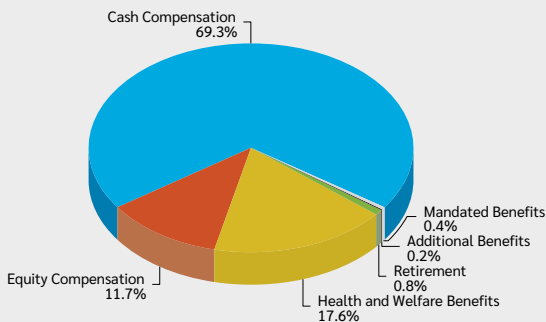
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|------------------------------------|-----------------------|-----------------------|
| <b>Cash Compensation</b>           |                       |                       |
| Annual Base Pay                    | —                     | \$60,168.82           |
| <b>Equity Compensation</b>         |                       |                       |
| 2024 Options Granted               | —                     | \$5,096.29            |
| 2024 RSUs Granted                  | —                     | \$5,096.29            |
| <b>Health and Welfare Benefits</b> |                       |                       |
| Medical                            | \$4,025.06            | \$13,502.84           |
| Dental                             | \$197.34              | \$789.88              |
| Vision                             | —                     | —                     |
| Health Savings Account             | —                     | —                     |
| Short-Term Disability              | —                     | \$237.68              |
| Long-Term Disability               | —                     | \$241.23              |
| Basic Life and AD&D                | —                     | \$106.24              |
| Voluntary Life and AD&D*           | —                     | —                     |
| Accident                           | —                     | —                     |
| Critical Illness                   | —                     | —                     |
| Hospital Indemnity                 | —                     | —                     |
| Business Travel Accident           | —                     | \$432.11              |
| <b>Retirement</b>                  |                       |                       |
| 401(k)                             | \$1,203.62            | \$722.40              |
| <b>Additional Benefits</b>         |                       |                       |
| Lifestyle Spending Account         | —                     | \$120.00              |
| Pet Insurance                      | —                     | —                     |
| Tuition Assistance                 | —                     | —                     |
| <b>Mandated Benefits</b>           |                       |                       |
| Social Security and Medicare       | \$97.23               | \$97.23               |
| Workers' Compensation              | —                     | \$89.32               |
| Unemployment                       | —                     | \$160.40              |
| <b>Total Contribution</b>          | <b>\$5,523.25</b>     | <b>\$86,860.73</b>    |

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