

Life at **Diamond Infrastructure Solutions**

Diamond Infrastructure Solutions

It's our people who matter most. The ones who create the products, solutions and processes that drive human progress. Because every team member is a vital element of our company.

At Diamond, you have the space to share your expertise, with different voices, insight and perspectives shaping how we do things.

We value the skills of our people — so you'll have the opportunity to develop and refine your skill sets. Growing as an individual, alongside a dynamic organization.

Because we understand the power of creating an environment where you can thrive. One that champions growth and innovation in equal measure. Along with great colleagues and challenging work, you'll have access to benefits that will support you both in and outside of work.

DOW

The Benefits

From learning opportunities to parental leave. Healthcare to financial planning resources.

There are different ways we help you do your best work. We review and adapt them regularly, but here's an overview on what's available to you right now.

- Competitive salaries and comprehensive benefits.
- An annual variable pay program that rewards team and individual performance while sharing success across the company.
- On-going learning opportunities within a diverse, inclusive and rewarding work environment.
- Career experiences that can span different Diamond businesses and functions with opportunities for personal and professional growth.
- The chance to work with global companies interacting with representatives from around the world.
- Opportunities that spark employees' imaginations and ignite a passion to help others.
- Diamond is an Equal Employment Opportunity Employer.



Competitive Pay

Diamond's pay-for-performance philosophy is designed to reward your hard work and contributions to Diamond's success. Our compensation programs are designed to be competitive relative to our peers and drive a performance oriented and owner mindset.

Base Pay Program

Diamond offers market-competitive base pay. You have the ability to influence your pay based on your skills, knowledge, expertise, experiences, and sustained job performance.

Performance Award

Diamond uses an annual incentive program to reward employees for achieving near-term company and individual goals. When your direct efforts impact Diamond positively, you share in our financial success.

Long Term Incentives

Based on your job level, Diamond may provide cash-based long-term incentives that reward you when you meet the required time-based vesting threshold, the company meets key financial goals, or a combination of both. These programs are designed to foster an ownership mindset and align leaders with Diamond's long-term success by linking rewards to company performance.



Health Benefits

Medical Benefits

Several options are currently available, including the Low and High Deductible Medical Plans that are available nationwide. If you enroll within 31 days of your hire date, your benefits coverage is effective on your hire date.

Dental Plan

Choose from two tiers of dental plans and, depending on your location, Dental Maintenance Organizations (DMOs).

Vision Plan

Access to the largest national network of providers with benefits to help cover frames and lenses, as well as discounts.

Health Care Flexible Spending Account

Save money by using tax-free dollars to pay for eligible healthcare expenses. Option to set aside funds on a pre-tax basis for reimbursement of out-of-pocket health and dental care expenses such as deductibles, co-pays, and vision care.

Health Savings Account

Option to set aside funds on a pre-tax basis for qualified health expenses if enrolled in High Deductible Medical Plan.

Wellbeing Programs

Diamond has a Wellbeing Portal that provides access to high quality physical, mental, financial and social wellbeing resources to help you achieve your personal health and wellbeing goals. Additional support includes tobacco cessation programs, chronic condition management programs, and health promotion programs.

Work/Life Programs

Employee Assistance Program

Professional, confidential assistance available 24 hours a day, 7 days a week to help employees and family members resolve life's difficulties.

Resources for Working Caregivers

We recognize the incredible dedication of our employees who balance their professional responsibilities with care giving duties. We provide support through programs like Cariloop for personalized care giving assistance, Emergency Childcare Stipend and childcare locator administered through TOOTRiS, and our Childcare Assistance Program. Employees who participate in an Aetna medical plan also have access to support programs like Brightline for children's mental health and Maven for reproductive health and menopause support.

Dependent Care Flexible Spending Account (DCFSA)

Option to defer funds on a pre-tax basis for reimbursement of dependent day care, including child and other dependents as approved by the IRS.

Diamond Educational Assistance Program

Diamond reimburses up to $8,000 of the costs for tuition fees, books, and required teaching materials for courses at recognized/ accredited institutions, provided the employee has completed one year of service (employment) as a Diamond employee and is enrolled in a program that is aligned with a manager-approved Employee Development Plan.

Recognition Programs

Peers and leaders recognize employees who make significant contributions to the achievement of personal, business, function and company goals.

Flexibility

Diamond offers flexible programs and policies to support employees' efforts to balance work and personal commitments.

Employment Discount Program

Exclusive access to various discounts which allow you to pay less for your purchases.

Insurance Benefits

Life Insurance and Dependent Life Insurance

Diamond offers three life insurance plans to employees and eligible dependents. These benefits offer an important source of financial assistance for you and your survivors.

Accident Insurance

Diamond offers Voluntary Group Accident Insurance and provides Business Travel Accident and Occupational Accident Insurance that offers financial assistance for you and your beneficiaries in the event of certain kinds of accidents.

Long Term Disability

The Long-Term Disability (LTD) program provides benefits for eligible employees in the event of an illness or injury that prevents them from working for more than six months because of a full disability.

Legal Plan

The Group Legal Plan provides personal legal services for eligible employees, their spouses, dependent children, parents, parents-in-law, and grandparents.

Adoption Benefit

Reimburses adoption expense (up to $10,000 per child) to lower your out-of-pocket costs.



Vacation and Time Off

Holidays

Eleven paid time-off company holidays.

Vacation

A competitive vacation policy that increases with additional years of service with Diamond, plus credit may be provided for prior work experience.

Diamond Medical Leave Policy

Up to six months of paid medical leave for times that an employee is medically unable to work.

Parental Leave Policy

Diamond's parental leave policy provides 16 weeks (based on a 40-hour work week) of paid time-off to all parents, birthing, non-birthing and adoptive parents, regardless of gender. Designed with inclusion in mind, the policy provides all parents equal time away from work to bond with their child.

Paid Family Illness Leave

The paid family illness policy provides employees up to three weeks, based on a 40-hour work week, of paid time-off to care for family members who are sick or injured.

Volunteer PTO

Paid time off to support volunteering and Employee Resource Group's (ERG) participation.



Retirement Programs

A 401(k) plan with immediate participation and automatic enrollment at 6% of eligible compensation, with immediate vesting of the company match.

Diamond offers a total match of 100% on the first 4% and 50% on the next 2% of eligible compensation that employees contribute.

In addition to the Company match, Diamond will automatically make a non-elective contribution to your Savings Plan account every year equal to 4% of your eligible pay.

As a result of these company contributions, when you contribute 6% of your eligible pay to Diamond's Employee Savings Plan, Diamond will contribute 9% -- which means a total savings of 15% toward your retirement.

Our Culture

At Diamond, we embrace diversity and new perspectives. Our innovative spirit means we work together to create a community where every voice is valued. That's what drives us to perform at our best. And it's why we set ambitious goals.

At Diamond, you'll do meaningful work with some of the most knowledgeable people in the business, growing your career alongside a growing community. Working with folks who are willing to help you refine, develop and expand your skill set.

We're an infrastructure services company. But what we do extends far beyond maintaining assets.

From site reliability to facility improvement. From utilities to construction support. We bring pride, skill, and care to every project. We're driven by a culture of integrity and respect to keep operations running safely, efficiently, and sustainably — so our customers can focus on what they do best.

Diamond Infrastructure Solutions

We are one Diamond.

Each member of our community plays a crucial role in driving human progress.

We're always moving forward as a team.



This leaflet summarizes the benefits offered to regular full-time and [illegible] employees. The information provided is intended only as an overview. If there are discrepancies between this information and plan documents, summary plan descriptions or other official documents, such documents shall govern. Diamond Infrastructure Solutions or its subsidiaries, if applicable, reserves the right to amend, modify and terminate any plan, program or policy at any time at its sole discretion. As used in this document, "Diamond" refers to Diamond Infrastructure Solutions and certain of its subsidiaries and affiliates. *Does not apply to Business Services LLC or SAFECHEM new hires. Images: dow_63417007907, dow_77533778736, dow_64405081740, dow_72560894230, dow_83154769185, dow_83759321111. ®™ Trademark of Diamond Infrastructure Solutions ("Diamond") or an affiliated company of Diamond Infrastructure Solutions. © 2025 Diamond Infrastructure Solutions. All rights reserved. 2000042581-419848 Form No. 970-003-01-0326 S2D

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