

Your Total Rewards as of September 30, 2025

On top of your pay, you get another \$43,800 in benefits and most of your benefit costs covered.

\$162,848

Pay & Time Off

\$139,127

Pay

Salary  
\$119,048

Incentive Payment \$4,978	Previous year incentive payment earned
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Stock Grants

Restricted Stock Units \$15,101	<p>A restricted stock unit represents shares of Target stock that are converted into actual shares, including accrued dividend equivalents, after they vest. Once vested, the full value of the units will be distributed to you as shares, less minimum tax withholding requirements.</p> <p>For additional details, visit Fidelity to review your grant documents and award details.</p> <p>During the 12 month period ending September 30, 2025, you were awarded 139 restricted stock units with an estimated value of \$15,101.</p>
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Stock Grants Summary	Total Unvested: \$13,887
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Time Off

Vacation	You accrue up to 152 hours per year.
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Holidays	National Holidays: 7
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## Paid Family Leave

After one year of service (and with 20+ average hours), four weeks of Paid Family Leave is available to care for an immediate family member with a serious health condition, or to bond/care for a newborn child, including adding to your family via adoption, surrogacy or fostering.

## Other Time Off

Additional time off benefits may be available such as paid and unpaid leaves of absence, bereavement time, etc.

## ● Savings & Retirement

\$15,134

### TGT 401(k) Plan Contribution

Company

**\$6,112**

You

**\$16,125**

Before-tax rate: **15.0 percent**

Roth Rate: **0.0 percent**

After-tax rate: **0.0 percent**

Before-tax, Roth and After-tax Contributions made during the last 12 months: **\$16,125**

Current Balance: **\$72,406**

**Note:** Current balance is as of most recent market close, excluding any loan balances. Contribution totals include all contributions made in the last year.

Total Balance: **\$72,406**

### Social Security and Medicare Contribution

Company

**\$9,022**

You

**\$9,022**

Target makes contributions toward your Social Security and Medicare. If you are 25 or older, the U. S. government will send you an annual personalized Social Security Statement that provides you with an estimate of your projected benefit amount. A personalized statement may also be requested at any time by anyone regardless of age. You and Target each pay an equal amount into Social Security. For more information, contact the Social Security Administration or visit them online at [SSA.gov](https://www.ssa.gov).

**Note:** Contribution totals include all contributions made in the last year delayed by up to one month.

## ● Health & Insurance

\$8,366



## Health Plans

Medical Plan	Current Plan: <b>Blue Cross and Blue Shield HRA</b> Current Coverage Level: <b>TM + Child(ren)</b> Vision Exam coverage is included at no extra cost through EyeMed.
Health Care Advocacy and Navigation	The Bullseye Health Spot advocate team of nurses and health & benefit specialists are standing by to answer any health care question you have—from benefits coverage, questions on claims and billing, or help managing a condition—as part of your health plan benefits.
Specialty Health Care Programs	Visit the for information on specialty health care programs available as part of your health plan benefits, including support managing a health condition, fertility support, second opinions and savings on prescriptions, to support your health care needs.
Critical Illness	Current Plan: <b>\$50,000</b> Current Coverage Level: <b>TM Only</b>
Hospital Indemnity	Current Plan: <b>Hospital Indemnity</b> Current Coverage Level: <b>TM + Child(ren)</b>
Accident	Current Plan: <b>Accident</b> Current Coverage Level: <b>TM Only</b>
Vision Plan	Current Plan: <b>EyeMed Vision Plan</b> Current Coverage Level: <b>TM Only</b>
Dental Plan	Current Plan: <b>Enhanced Dental</b> Current Coverage Level: <b>TM Only</b>




## Disability

Short-term Disability Insurance (STD)	Target automatically provides you with Short-term Disability (STD) coverage when you are eligible. If you are unable to do your job due to an approved, qualified disability, you will receive a percentage of your pay for up to 150 calendar days. Please contact the Target Leave and Disability team at <b>800-828-5850</b> with questions. (Different rules apply in CA, CT, MA, NJ, NY, RI, WA)
Long-term Disability Insurance (LTD)	Current Plan: <b>You are not enrolled</b>



## Insurance

Company Paid Life Insurance	Coverage Level: <b>1 x Annual Pay</b>
Supplemental Life Insurance	Coverage Level: <b>3 x Annual Pay</b>

Spouse/Domestic Partner Life Insurance	Coverage Level: <b>You are not enrolled</b>
Dependent Life Insurance	Coverage Level: <b>You are not enrolled</b>
Business Travel Accident	Target provides you with \$50,000 in travel accident coverage whenever you are traveling on authorized company business.
Identity Theft	Current Plan: <b>You are not enrolled</b>
Group Legal Plan	Coverage Level: <b>You are not enrolled</b>
Pet Insurance	MetLife Pet Insurance helps eligible team members cover the costs of your pet's vet visits, accidents, illness and more.
 Spending Accounts	
Health Care Flexible Spending Account	Annual Team Member Election: <b>You are not enrolled</b>
Dependent Care Flexible Spending Account	Annual Team Member Election: <b>You are not enrolled</b>

## More Well-being Offerings

\$221

## Health Well-being Offerings

Spring Health	<p>You and your household members can get free personalized, convenient mental health care and resources to support you through all of life's stages and challenges. The Spring Health program allows you the flexibility to proactively design your path to care.</p> <p>All team members and household members receive unlimited sessions with a dedicated Care Navigator, a licensed mental health professional who can answer questions about your care and help you find the right provider; 8 free, confidential sessions with a licensed therapist each benefits plan year; 8 free, coaching sessions each benefits plan year, to help you set and achieve goals, build new skills and create healthier habits. You can also access the Moments Library of self-paced well-being exercises to help manage stress, calm anxiety, improve sleep and more.</p>
Virtual Health Care Platform	<p>You (ages 18+) and your medically enrolled dependents can virtually connect with a real doctor through our virtual health care platform, CirrusMD, without an appointment, and at no or low cost. You can text, share images or videos about any general medical conditions or health concerns 24 hours a day, seven days a week.</p>

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## Tobacco Cessation

Target offers free access to you and your dependents enrolled in a Target medical plan, ages 18+, to a clinically-proven program that can be tailored for all forms of tobacco use. The program includes a breath sensor, a mobile app with self-guided activities, personalized coaching, online community support, and free quit-smoking medications to help tobacco users reduce or quit.

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## Fitness and Nutrition

You have access to Grokker, a free personal on-demand fitness and well-being platform including over 4,000 expert-led, on-demand videos to meet your goals across the areas of fitness, nutrition, meditation, and financial well-being.

Target Fitness offers all team members access to live virtual group fitness classes over Zoom.

You have access to One Pass Select, which offers discounted pricing on thousands of gym and fitness studio memberships. Choose a pricing tier that is right for you and get access to multiple gyms all with one monthly membership fee, and no long term contract.

Spring Health offers health & well-being coaching. All team members receive 8 free coaching sessions each benefits plan year. You can work with a coach to guide your physical activity, nutrition and overall well-being goals.



## Financial Well-being Offerings

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### Team Member/Wellness Discount

You, your spouse/domestic partner and any eligible dependents (who meet IRS dependent guidelines and are claimed on the federal tax return\*) can receive a 10 percent discount on merchandise purchased at Target stores and Target.com when using an acceptable form of payment. You can also save an additional 20 percent off fresh and frozen fruits and veggies and a selection of better-for-you food, athletic apparel and merchandise and tobacco cessation products at Target stores and target.com. This ongoing discount is automatically applied by scanning a Team Member Discount card at checkout. Savings are in addition to the 10 percent team member discount and 5 percent Target Circle Card savings.

\*Eligible dependents include children up to the age of 19, or younger than age 25 if full-time post secondary student. Dependent parents are not eligible for the Team Member Discount even if they meet IRS dependent guidelines.

During the last 12 months ending September 30, 2025, you have received team member discounts totaling \$221.

To request a discount card, call HROC at **800-394-1885**.

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### Target Credit Union

You and your family members are eligible to join the Target Credit Union for banking, loans, financial help and more.

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### Pay Advance App

Through our pay advance app, DailyPay, you can control the timing of when you receive your earned but unpaid wages and build savings. There is no cost to enroll and you can transfer and receive your pay the next business day for free or instantly for a small fee.

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Commuter Benefit	All benefit eligible team members may enroll in a Commuter Benefits program. This program lets you pay for your work-related commuting costs through automatic before-tax payroll deductions sponsored by Target and brought to you by HealthEquity WageWorks®.
Dream to Be-Education Assistance	Eligible team members can access fully-funded and partially-funded programs through Guild's catalog. The catalog includes ~250 fully-funded options, and an additional ~250 partially funded options from 40+ learning providers.
Adoption/Surrogacy Reimbursement	The adoption/surrogacy assistance program reimburses eligible team members up to \$10,000 per adoption or surrogacy.
Family Support Benefits	You have access to affordable back-up care solutions for in-center child care or in-home child care and adult/eldercare. Additional Benefits through Bright Horizons® Enhanced Family Supports include tutoring support, pet sitting, housekeeping and more.
Team Member Referral Bonus	Team members who refer candidates to exempt-level positions may receive a one-time, \$500 lump sum cash award. Target is responsible for paying taxes on the cash award.
Auto and Home Insurance	The Choice Auto and Home Program provides access to multiple auto and home insurance carriers and savings through group insurance rates.
PerkSpot Discounts	As a Target team member, you have access to hundreds of money saving deals. The PerkSpot Discounts website provides discounts on computers, cell phone plans, flowers, restaurants, fitness centers, child care, vacations, and more.
Metropass	Metropass is a go anywhere, anytime bus or transit light-rail pass that you pay for pretax through payroll deductions. Metropass costs \$38.59 per payslip which can be a significant savings based on how often you ride the bus.

The amounts are based on certain assumptions. For example, we have assumed you will work with us through the end of the year to show annual amounts. This does not represent a promise of employment, benefit, or salary.