



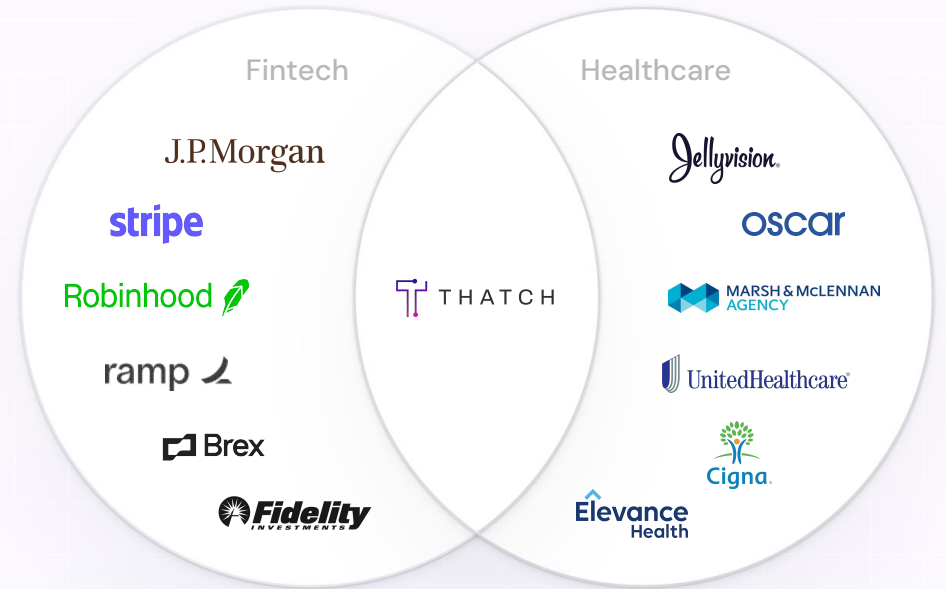
Our mission is to build a healthcare system people love

Our team

Building the best ICHRA infrastructure with a top-tier team

Our team previously built and led some of the most impactful technology companies in both finance and healthcare.

Our dedicated team comprises 101 full-time US-based employees, with over 50% focused on engineering, data science, and R&D. Rather than scaling a large salesforce, we've deliberately invested in building robust core infrastructure—prioritizing the technology, automation, and intelligence layers needed to support a highly scalable, efficient ICHRA platform.



New policy like the 401(k)

Individual coverage health reimbursement arrangement (ICHRA)

Passed in 2019 by Trump, the policy addresses bipartisan interests in consumer choice and lower costs.



| Pensions → 401(k) | Group plans → ICHRA |
|---|---|
| Employee picks their own investments | Employee picks their own health plan |
| Employers controls costs, eliminate pension liability | Employers controls costs, eliminate group plan burden |
| Employees now manage their own retirement | Employees now manage their own health coverage |

The future of employee health benefits

Predictable for employers, personal for employees

Instead of selecting group health plans and managing a patchwork of point solutions, employers set a fixed monthly budget—and employees choose the coverage and care that fit their lives.

You do

- ✓ Set a monthly benefits budget per employee
- ✓ Access one ecosystem of curated health and wellness products & services
- ✓ Manage everything—contributions, coverage, and care—through one unified platform

You don't

- ✗ Choose insurance plans, or negotiate renewals
- ✗ Manage multiple vendors, contracts, pricing, and support burdens
- ✗ Manually handle enrollment, reimbursements, or support escalations



How it works

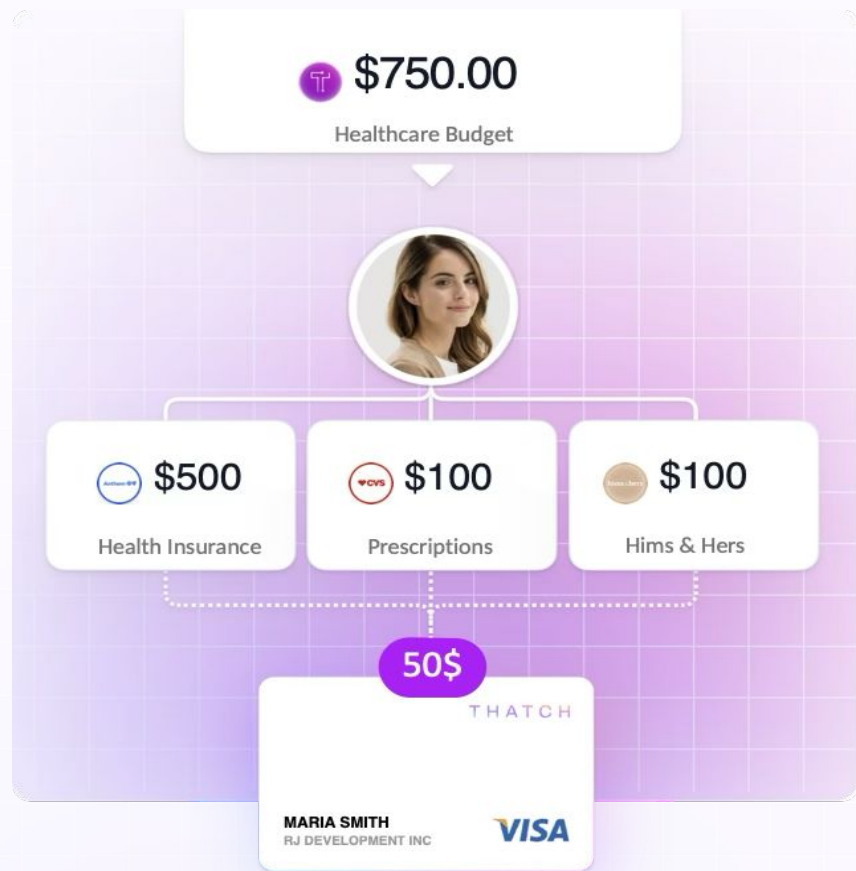
- 1 Employers set a flexible benefits budget**

Allocate funds to your employees instead of prepaying for underutilized benefits.
- 2 Employee enrolls in a health plan**

Employees get to enroll in a health plan that works best for them.
- 3 Employee selects health products & services from the Marketplace**

Employees browse the Marketplace and spend their remaining balance on the things that fit their lives.
- 4 Thatch handles everything else**

Payments, compliance, reporting, and partner management—reducing complexity for HR teams.



Our differentiators

Automated Compliance

Automate compliance, payroll, COBRA and more right out of the box.

A screenshot of the THATCH web application interface. The interface is divided into a sidebar on the left and a main content area on the right. The sidebar has a header 'THATCH' and a menu with items: Employees, Allowances, Payroll Deductions, Documents, Help & support, and Your account (john.doe@thatch.ai). The main content area has a header 'Documents' and a sub-header 'Plan Legal Document'. Below this is a table with columns 'Name' and 'Description'. The table contains several rows of document names. Below the table is an 'Inbox' section with a search bar.

| Name | Description |
|--|-------------|
| ICHRA Plan Document | |
| ICHRA Summary Plan Document | |
| ICHRA Summary of Benefits and Coverage | |
| Section 125 Premium Schedule | |
| Section 125 Premium Schedule | |
| Creditable Coverage Determination | |

Cost control made simple

A smarter approach to benefits spending

Employers set a fixed reimbursement budget per employee class, instead of paying unpredictable group plan premiums.



✔ **Defined contribution model:**

Employers set a fixed tax-free reimbursement per class, avoiding unpredictable premium hikes.

✔ **Class-based budgeting:**

IRS-approved classes allow strategic fund allocation (e.g., salaried vs. hourly, regional cost adjustments).

✔ **Scalable over time:**

Employers can start with a single class, adjust annually, and scale benefits sustainably over time.

Thatch keeps your benefits strategy aligned with the latest policy.

Why it matters:

These programs can mean thousands in savings for small employers in your community and better access to care for employees. We track policy in real time and advocate on your behalf—so you get every dollar you're owed, without the compliance burden.

| State | Status | Tax Credit Amount | Employer Size |
|---------|------------|---|----------------|
| Federal | • Pending | Up to \$1,200 per employee (Year 1), \$600 (Year 2) | <50 employees |
| Indiana | • Enacted | Up to \$400 per employee (Year 1), \$200 (Year 2) | <50 employees |
| Georgia | • Proposed | \$600 (Years 1–3), \$400 (Year 4), \$200 (Year 5) | ≤10 employees |
| Texas | • Proposed | Up to \$400 per employee | 1–50 employees |
| Ohio | • Proposed | \$400 per employee | 2–50 employees |



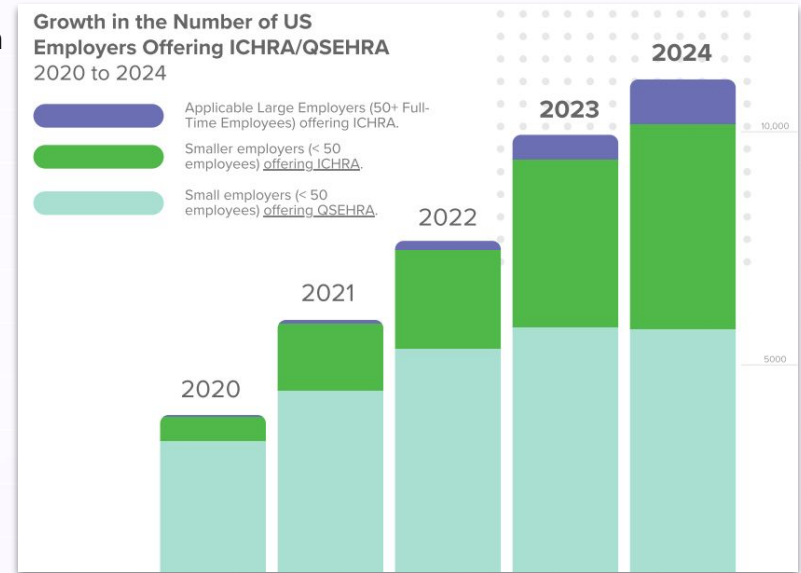
Big Beautiful Bill: Considerations

Employer tax credits: Up to \$1,200 per enrolled employee in the first year an ICHRA/CHOICE Arrangement is offered and \$600 per enrolled employee in the second year.

Individual tax credits: Currently no extension of enhanced ACA premium tax credits for individuals.

Greater flexibility: Codification of 2019 ICHRA final rule with upgrades for flexibility and reduced compliance burden.

Coming soon: Effective for plan year 2026 if enacted.



Source: HRA Council 2024 Report





Benefits from the Future: DEMO