

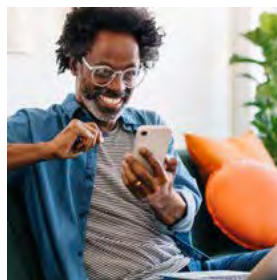
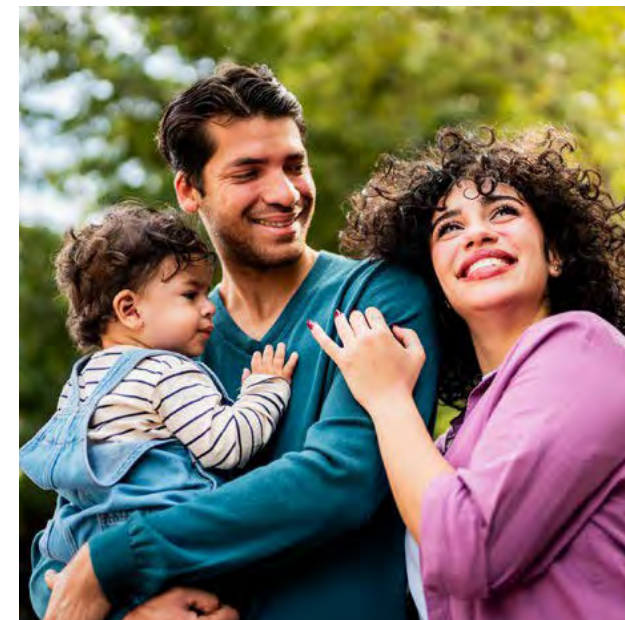
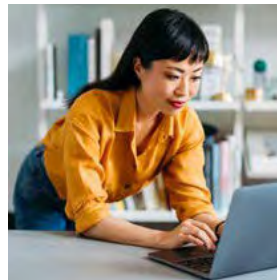
2026 BENEFITS ENROLLMENT

OPEN ENROLLMENT DATES:
OCT. 20 - 31, 2025

All Employees
Oct. 2025



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Agenda



What's changing for 2026

Helpful Reminders

Open Enrollment Communication Plan

What's Changing for 2026



2026 Changes

Medical Plans

- Select EPO Plan: Discontinue Jan. 1, 2027
 - No new enrollments for 2026
 - Current enrollees may continue in the EPO for 2026 but must choose a new plan for 2027
 - Currently ~522 employees/retirees enrolled
- Value CDH Plan: Deductible Increase
 - From \$1,650 to \$1,700, Employee Only
 - From \$3,300 to \$3,400, All other coverage levels

Critical Illness Plan

- Expanded coverage to include additional conditions and increased benefit amount for several currently covered conditions
- Lowered premiums – employee paid

Spouse Life Insurance

- Increased guaranteed issued amount from \$50,000 to \$70,000

Vendor Consolidation

- Both the Your Journey to Wellness Incentive program (Active Health) and the Well-Being Reimbursement Account (Inspira) will be hosted by Alight
 - Enhancement to the Your Journey to Wellness – incentive amounts may be redeemed as earned
- Financial wellness consolidation from PwC to Fidelity (effective Jan. 1, 2026)

2026 Health Plan Pricing – Rate Increase Summary



Plan(s)	Recommendation	Company Annual Increase	Employee Cost Monthly Increase
Health Plan Pricing			
U.S. Active Medical	12% increase	\$8.6MM	\$20 - \$213*
U.S. Active Dental	2.6% increase - Maintain 50% company cost sharing	\$237K	Max < \$2
Retiree Medical	17.4% increase - No company cost; full cost paid by retirees	\$0	\$234 - \$756*
Retiree Dental	2.6% increase - No company cost; full cost paid by retirees	\$0	Max < \$4
Expat Medical	12.3% increase	\$205K	Max < \$50
Expat Dental	7.6% increase	\$6K	Max < \$6
Vision	No rate changes	NA	No change
Life/Accident/LTD/etc.	No rate changes	\$133K	No change

* Depending on plan and tier enrollment

2026 Health Plan Pricing – Rate Increase Summary



	May -25 Enrollment	Employee contribution	Proj. 2026 Enrollment	Employee Contribution	Employee Monthly increase
Select EPO					
Employee only	178	\$254.76	178	\$331.07	\$76.31
Employee + spouse	127	\$620.10	127	\$797.61	\$177.51
Employee + child(ren)	71	\$533.78	71	\$686.58	\$152.80
Employee + family	176	\$742.90	176	\$955.57	\$212.67
	552		552		
Choice PPO					
Employee only	275	\$131.60	275	\$186.75	\$55.15
Employee + spouse	197	\$336.14	197	\$465.18	\$129.04
Employee + child(ren)	169	\$289.36	169	\$400.44	\$111.08
Employee + family	407	\$402.70	407	\$557.29	\$154.59
	1,048		1,048		
Value CDHP					
Employee only	958	\$23.32	958	\$43.53	\$20.21
Employee + spouse	374	\$87.54	374	\$137.30	\$49.76
Employee + child(ren)	515	\$75.36	515	\$118.19	\$42.83
Employee + family	1,394	\$104.88	1,394	\$164.49	\$59.61
	3,241		3,241		

CPCChem overall cost share in aggregate remains high at 85.8%

Helpful Reminders



Things to Remember – Medical Premiums Count

Employee Only	Value CDH	Choice PPO	Select EPO
A. Annual Premium	\$522	\$2,241	\$3,973
B. In-Network Deductible	\$1,700	\$600	\$400
C. In-Network OOP Maximum (includes ded)	\$4,500	\$3,000	\$2,000
D. Company HSA Funding	\$500	N/A	N/A
"Normal" (A + B - D)	\$1,722	\$2,841	\$4,373
Worst Case (A + C - D)	\$4,522	\$5,241	\$5,973

Employee + Spouse	Value CDH	Choice PPO	Select EPO
A. Annual Premium	\$1,648	\$5,582	\$9,571
B. In-Network Deductible	\$3,400	\$1,200	\$800
C. In-Network OOP Maximum (includes ded)	\$9,000	\$6,000	\$4,000
D. Company HSA Funding	\$1,000	N/A	N/A
"Normal" (A + B - D)	\$4,048	\$6,782	\$10,371
Worst Case (A + C - D)	\$9,648	\$11,582	\$13,571

Employee + Children	Value CDH	Choice PPO	Select EPO
A. Annual Premium	\$1,418	\$4,805	\$8,239
B. In-Network Deductible	\$3,400	\$1,800	\$1,200
C. In-Network OOP Maximum (includes ded)	\$9,000	\$9,000	\$6,000
D. Company HSA Funding	\$1,000	N/A	N/A
"Normal" (A + B - D)	\$3,818	\$6,605	\$9,439
Worst Case (A + C - D)	\$9,418	\$13,805	\$14,239

Employee + Family	Value CDH	Choice PPO	Select EPO
A. Annual Premium	\$1,974	\$6,687	\$11,467
B. In-Network Deductible	\$3,400	\$1,800	\$1,200
C. In-Network OOP Maximum (includes ded)	\$9,000	\$9,000	\$6,000
D. Company HSA Funding	\$1,000	N/A	N/A
"Normal" (A + B - D)	\$4,374	\$8,487	\$12,667
Worst Case (A + C - D)	\$9,974	\$15,687	\$17,467

All Plans provide age-appropriate preventive care at 100%

- Worse case scenario, assuming employee and their covered dependents would meet their OOP maximum regardless of which plan they are enrolled

Things to Remember – Open Enrollment Process

- Open Enrollment is your one opportunity to make changes to your health and voluntary benefits, outside of a qualified life event
- Most elections will carry over from the previous year
- The following elections will **NOT** carry over:
 - **Spousal Surcharge attestation must be completed each year, or the surcharge will be assessed regardless of the previous year's attestation.**
 - Flexible Spending Accounts (FSA) and the Health Savings Account (HSA)
- Increases to Life Insurance elections require a Statement of Health (with the exception of spouse life as mentioned before)
- Dependents removed from coverage during Open Enrollment will not be offered COBRA
- Any newly added dependents will require dependent verification. Failure to properly and timely respond to the post-enrollment Dependent Verification process will result in the dependents being dropped retro active to the enrollment date.

Communications



2026 Open Enrollment (OE) Communication Plan

Audience	Description	Date
Leaders	MS Teams for alignment	Oct 8 - 15
Unions	Pre-notification meetings	Oct 8 - 16
All Employees	1st Postcard “Get Ready”	Oct. 8
All Employees	Benefit Briefings MS Teams	Oct. 15 - 16
All Employees	OE Flyer (Reminder, this replaces the guide. Full guides will be available on-line)	Oct. 13
All Employees	OE Window	Oct. 20 – 31
All Employees	2nd reminder Postcard “Don’t Forget”	Oct. 20
All Employees	OE confirmations via email	Nov. 21
All Employees	Changes Effective	Jan. 1, 2026



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