

To: All Benefit-Eligible Employees – Asahi Kasei Plastics North America, Inc.
From: Asahi Kasei Benefits Center of Expertise (“Benefits COE”)
Date: October 2025
RE: 2026 Annual Benefits Enrollment

It is that time of year again...time for Annual Benefits Enrollment! Annual Enrollment is your yearly opportunity to change your benefit elections for the coming plan year. After the Annual Enrollment period ends, you may only change your benefits under specific circumstances (example: marriage, birth of child, loss of other coverage).

When is Annual Enrollment?

Annual Enrollment is held each fall for a January 1st effective date. This year, it will be held October 21st through November 4th, 2025. Your elections will go into effect on January 1, 2026.

How do I enroll?

You enroll through Workday. Please access the link in the announcement section or the task in your Workday inbox.



Current elections will roll-over; EXCEPT for your FSA elections. You must make new FSA elections if you want to participate in that program.

Where can I find detailed benefit information?

All benefit plan information can be found on the benefits website - www.akusbenefits.com
Once on the site, select “our companies”, select the company you work for and then access the information in the blue bars. If you need help, or would like a paper copy of a document, please reach out to the Benefits COE.

There are also recorded presentations posted to the website.

What are my benefit options?

Medical

Blue Cross Blue Shield of North Carolina is the administrator of our four medical plan options. All medical plan options include prescription drug coverage.

You can enroll in:


1. The **Enhanced PPO** plan
2. The **Core PPO** plan
3. The **High Deductible Health Plan (HDHP) with HSA** will have the following changes for 2026:
 - In order for the HDHP to be Health Savings Account (HSA) eligible and allow you to save money tax-free, we are required to index the in-network deductible for 2026 to \$1,700 for employee only and \$3,400 for two party and family.
 - If you enroll in the HDHP you can also choose to set aside pre-tax dollars into a Health Savings Account. The HSA contribution limits (regardless of source) for 2026 are \$4,400 for self-only coverage and \$8,750 for family coverage. Those 55 and older can contribute an additional

\$1,000 as a catch-up contribution. The company will make a matching contribution to the account on your behalf of up to \$500 for employee only or \$1,000 for all other coverage tiers.

4. The **Basic PPO** plan

The medical plan experienced a \$3 million dollar increase for 2026. Costs are driven by a continued increase in plan usage, a decrease in the enrolled headcount of our population, and an overall increase in the cost of services. While the company will continue to cover the majority of the cost of coverage, there will be an increase to employee payroll contributions for 2026.

The per pay deduction amounts are listed below.



	Enhanced		Core		Basic		HDHP + HSA
	<i>Non-Wellness</i>	<i>Wellness</i>	<i>Non-Wellness</i>	<i>Wellness</i>	<i>Non-Wellness</i>	<i>Wellness</i>	
Employee Only	\$284.56	\$244.43	\$120.39	\$80.26	\$51.07	\$10.95	\$43.78
Employee + Child(ren)	\$532.12	\$457.08	\$225.13	\$150.09	\$95.51	\$20.47	\$81.87
Employee + Spouse	\$626.03	\$537.74	\$264.86	\$176.57	\$112.37	\$24.08	\$96.31
Family	\$853.67	\$733.28	\$361.17	\$240.78	\$153.22	\$32.83	\$131.34



New Prescription Drug Formulary

A new prescription drug formulary (NetResults) will take effect in 2026 for all medical plans. This change has been adopted by our plan to help manage high costs for medicine. There will now be 5 drug tiers in the PPO plans.

Current Copay	New Copay
Tier 1 = \$10	Tier 1 = \$10
Tier 2 = \$35	Tier 2 = \$10
Tier 3 = \$45	Tier 3 = \$35
Tier 4 = \$50	Tier 4 = \$45
	Tier 5 = \$50

This change affects a very small number of plan members. You will receive a letter if you are affected by this change.

Dental

Delta Dental of North Carolina is the administrator of our **dental** plan. There is one plan option to choose from.

There are no changes to the payroll deduction amounts. The company is absorbing the increase in plans costs. The per pay deduction amounts are listed below.

Employee Only	Employee + Child(ren)	Employee + Spouse	Family
\$4.43	\$8.28	\$9.74	\$14.90

Vision

EyeMed is the administrator of our **vision** plan. There are no changes to plan benefits or contributions. The per pay deduction amounts are listed below.

Employee Only	Family
\$0.54	\$1.50



Dependent Care FSA

Outside of a temporary increase in 2021 due to the pandemic, the Dependent Care FSA annual contribution limit will be increased permanently for the first time since 1986. The limit will increase to \$7,500 effective for the 2026 plan year.

The Dependent Care Flexible Spending Account is subject to annual non-discrimination testing, and if the Plan fails this testing, highly-compensated employees (*current earnings threshold for 2025 is \$160,000; 2026 threshold not yet released by IRS*) may be subject to a reduction of their contributions so the Plan can pass this testing per IRS guidelines.

All other benefits remain the same.

Where can I get more information or answers to my questions?

- Detailed benefit information can be found at <https://www.akusbenefits.com/aka-akad>
- Questions can be emailed to asahi-benefits@ak-america.com