

POLAR

semiconductor

2026 EMPLOYEE BENEFITS PRESENTATION

Open Enrollment

Plan Year January 1, 2026 – December 31, 2026

Do I have to enroll?

- **Yes! Enrollment is “Active”.** This means all employees must re-elect their benefits for 2026.
- ***If you do not complete your enrollment by the deadline, then all voluntary benefits will be waived.***

When do I enroll?

- Monday, October 27th through Friday, November 21st.

Where do I enroll?

- Workday – click [here](#). Check your My Tasks box for the item “Open Enrollment Change”.

When are my benefit elections effective?

- The benefits you choose will become effective on January 1, 2026.

Eligibility

Plan Year January 1, 2026 – December 31, 2026

Who is eligible?

You are eligible to enroll in Polar's benefits program if you are a regular employee of Polar working a minimum of 40 hours per week.

You may also enroll eligible dependents:

- Your legal spouse
- Your children up to age 26
- Your disabled children of any age

When you enroll new dependents, you will be required to submit copies of:

- Marriage certificate
- Birth certificate
- Adoption paperwork

Special note for medical insurance: working spouses eligible for "Minimum Value" coverage through their own employer are not eligible to enroll in Polar's medical insurance.



Changing Your Coverage

Plan Year January 1, 2026 – December 31, 2026

When can I make changes?

Unless you have a qualifying life event, changes cannot be made mid-year outside of open enrollment.

What are some qualifying life events?

These include (but are not limited to) the following:

- Birth, adoption, guardianship of child
- Marriage, divorce
- Change in your spouse's employment, if it results in a loss or gain in eligibility for benefits coverage
- Death of dependent
- Ineligibility of dependent (for example a child turns 26)

When do I have to report these changes?

You must report the qualifying life event to Polar's benefits administrator within 31 days of the event. If it is not reported within 31 days, you will not be able to make the change until the next open enrollment.



Benefits Highlights

Plan Year January 1, 2026 – December 31, 2026

Medical Insurance:

Medica continues as provider with same plans/networks, increased ER visit copay to \$250 for PPO plans, varying rate changes

Health Savings Account:

Optum continues as provider, increased 2026 H.S.A. contribution limits

Note: You must re-enroll & re-elect H.S.A. amounts each year during open enrollment

Dental Insurance:

Delta Dental of MN continues as provider, no change to plan design or rates

Vision Insurance:

EyeMed continues as provider, no change to plan design or rates

Flexible Spending Accounts:

WEX continues as provider, increased 2026 FSA contribution limits (*and finally, a dependent care contribution increase!*)

Note: You must re-enroll & re-elect FSA amounts each year during open enrollment

Benefits Highlights

Plan Year January 1, 2026 – December 31, 2026

Voluntary Life/AD&D Insurance

New York Life continues as provider, no change to plan design or rates

****Special opportunity for new/increased life/AD&D coverage without underwriting!**** See slide 26

Accident Insurance

Provider change to New York Life, no change to rates, 2025 coverage has been mapped into new 2026 plan in Workday

Critical Illness Insurance

Provider change to New York Life, slight increase in rates for 20k and 30k coverage, 2025 coverage has been mapped into new 2026 plan in Workday

Pet Insurance

Wishbone continues as provider

Legal Insurance

ARAG continues as provider, no change to plan design or rates

Benefits Highlights

Plan Year January 1, 2026 – December 31, 2026

ID Theft Insurance

Allstate continues as provider, no change to plan design or rates

401(k) Retirement Savings Plan

T Rowe Price continues as provider, 5% employer match remains in place

Projected increases to 2026 401(k) contributions (awaiting I.R.S. announcement)

New in 2026: If you're age 50 or older and your FICA wages in 2025 exceed \$145,000, catch-contributions will be mandatory as **Roth***

2026 401K LIMITS - announced 11/13/25:

Regular: \$24,500

Catch Up: \$8,000

Catch Up (age 60-63): \$11,250

**On November 13, 2026, the IRS changed \$145,000 to \$150,000.*

Polar Paid Time Off

Please see slide 37 for 2026 Paid Time Off accrual changes

Overall total accrual is increasing, hours distributed differently

Medical & Prescription Drug

Plan Year January 1, 2026 – December 31, 2026



Polar offers two **TYPES** of plans.

- Copay/PPO plan
- High Deductible Health Plan with Health Savings Account (HDHP/HSA)

Polar offers three **PROVIDER NETWORKS** to choose from.

- [Medica Choice Passport](#)
- [Park Nicollet & HealthPartners ACO](#)
- [VantagePlus ACO](#)

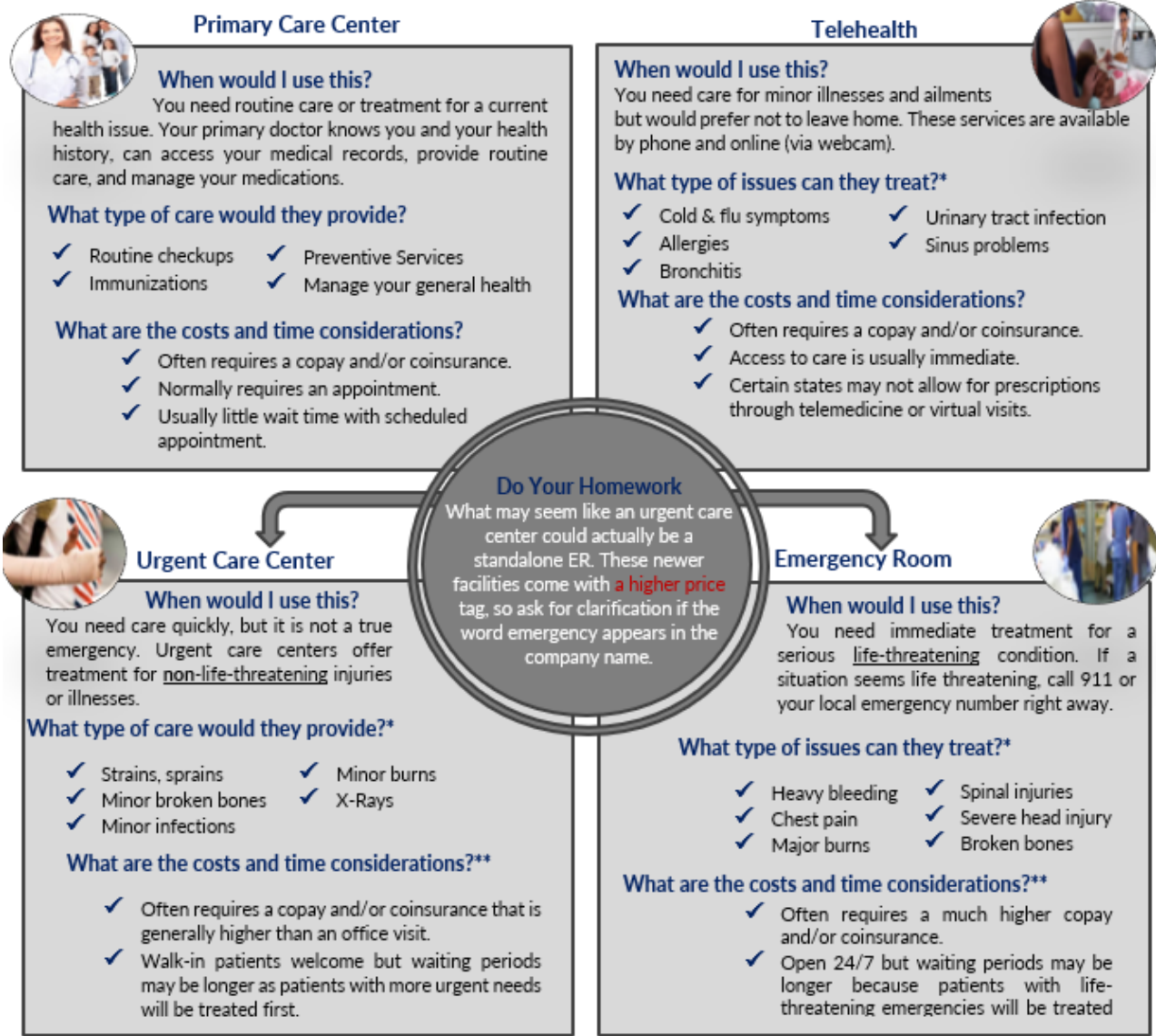
When enrolling, you will need to choose the plan type and the provider network.

In Network Coverage	PPO	HDHP with HSA
Premiums	Higher	Lower
Health Savings Account (HSA)	No, <u>can</u> use FSA	Yes
HSA Employer Contribution	N/A	Employee Tier: \$600 Family Tiers: \$1,200
Deductible (Individual/Family)	\$750 / \$2,250	\$2,000 / \$4,000
Out of Pocket Maximum (Individual/Family)	\$3,000 / \$9,000	\$4,000 / \$8,000
Coinsurance	20%	20%
Office Visit	\$25 copay	Deductible then 20% coinsurance
Specialist Visit	\$35 copay	Deductible then 20% coinsurance
Urgent Care Visit	\$25 copay	Deductible then 20% coinsurance
Retail and Virtual Visit	\$10 copay	Deductible then 0% coinsurance
Therapy Visit (chiro, PT, OT, ST)	\$25 copay	Deductible then 20% coinsurance
Preventive Healthcare	Covered in full	Covered in full
Emergency Room Visit, Ambulance	\$250 copay	Deductible then 20% coinsurance
Outpatient Surgery, Inpatient Hospitalization	Deductible then 20% coinsurance	Deductible then 20% coinsurance
Durable Medical Equipment	Deductible then 20% coinsurance	Deductible then 20% coinsurance
High Tech Imaging (MRI, CT, PET Scan)	Deductible then 20% coinsurance	Deductible then 20% coinsurance
Medica My Health Rewards Program	Earn up to \$225 annually in gift cards	Earn up to \$900 annually in HSA funds
Prescription Drug Coverage		
Retail Pharmacy (30-day supply)	Copays	Deductible then coinsurance*
Generic	\$10	20%
Preferred	\$35	20%
Non-Preferred	\$55	30%
Specialty Preferred	\$75	20%
Specialty <u>Non-Preferred</u>	\$90	30%
Mail Order (90-day supply)	Copays	Deductible then coinsurance*
Generic	\$20	20%
Preferred	\$70	20%
Non-Preferred	\$110	30%

*No cost for drugs on Medica Preventive list – search “Medica Preventive Drug List” online for the list of drugs

Where To Go For Care

Plan Year January 1, 2026 – December 31, 2026



*This is sample of services and may not be all-inclusive.
**Cost and time information represent average only and are not tied to a specific condition or treatment.

Do you think you may be sick, but your primary care physician is booked through the end of the month?

Do you have a question about the side effects of a new medication, but the pharmacy is closed?

Did your child break their arm playing sports?

Instead of choosing an expensive trip to the emergency room or relying on unreliable information from the internet, review the various types of care centers and the services they provide.

Knowing where to go can save you time and money!

Don't forget about Medica's **free** NurseLine too! (number is on your insurance card).

TIP: Always choose providers within your chosen network – Passport, VantagePlus, or Park Nicollet & HealthPartners.

Medica Added Value Programs

Plan Year January 1, 2026 – December 31, 2026

My Health Rewards by Medica®

My Health Rewards

All employees enrolled in the PPO plan, as well as all adult dependents in either plan, are eligible to participate in My Health Rewards. This online tool helps you track healthy habits, daily fitness, and other wellness activities. Points you earn can be redeemed for e-gift cards, health and fitness products, or donated to a charitable cause.

You can earn rewards totaling up to \$225 per year!

Click [here](#) to get started! (passphrase = Medica Wellness)

My Health Rewards - Invest

All employees enrolled in the HDHP plan are eligible for these rewards. NOTE: Family members enrolled in the HDHP plan will use the standard My Health Rewards program noted above. When you achieve three wellness goals – such as improving sleep, staying active, and maintaining healthy eating habits – you'll earn up to \$75 each month, deposited quarterly into your HSA.

That's up to \$900 per year!

Click [here](#) to get started! (passphrase = Medica Wellness)



Medica Added Value Programs

Plan Year January 1, 2026 – December 31, 2026



OMADA



If you or your adult family members are at risk for type 2 diabetes or heart disease or are living with diabetes and are enrolled in our Medica health plan, Polar will cover the entire cost of the Omada program.

What you'll get with Omada: dedicated health coach & care team, interactive weekly lessons, smart devices delivered to your door.

Click [here](#) to see if you're eligible!

HELLO HEART



Hello Heart is a digital therapeutics company that focuses on heart disease. Polar covers the cost of this Hello Heart program if you are enrolled in our Medica health plan.

Through a connected device and mobile app that uses AI, behavioral science, and personalized digital coaching to drive lifestyle changes, Hello Heart empowers people to embrace healthier behavior, which can reduce the risks of high blood pressure, high cholesterol, and heart disease. It also helps users catch blood pressure readings that are extremely high, as well as irregular heartbeats, encouraging them to talk to their doctor.

Click [here](#) to see if you're eligible!

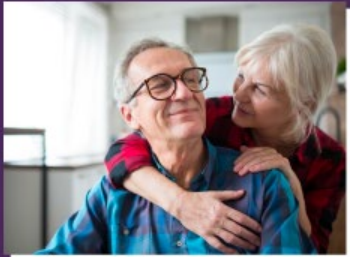
SmartConnect (Medicare Assistance)

Plan Year January 1, 2026 – December 31, 2026



**Free Medicare assistance for employees
and their family members**

Call 833-799-3381 or click [here](#) to get started!



Introducing SmartConnect™

SmartConnect is an exclusive program created specifically for working or retiring adults (and family members) who are Medicare-eligible and may not have fully explored the benefits of Medicare coverage.

Staying on your employer's coverage may be easy, but it's not always the best option. In fact, Medicare plans could provide more coverage at a lower cost than your employer's plan.

SmartConnect puts your specific needs first and matches you with the education and the experienced advisor you need to make the best decision for you. SmartConnect gives you access to plans from national insurance carriers.

Whether you're planning to continue working or looking to retire, we are expert listeners who can guide you to a tailored solution. We know this is a big decision.

Our mission is to inspire confidence and help you find your balance in Medicare.

About SmartMatch Insurance Agency

SmartMatch Insurance Agency is an independent Medicare insurance agency that helps consumers research, compare, and purchase Medicare insurance plans.

We provide an unfiltered view of the entire range of options and prices available to you. To get a head start, visit SmartConnect's Connection Portal:

smartmatch.com/connect/polarsemi

Comparing Medicare and employer health insurance offerings can be frustrating. We do the work for you, all you need to decide is **how much you'd like to save.**

Health Savings Account (HSA)

Plan Year January 1, 2026 – December 31, 2026

A **Health Savings Account (HSA)** is a tax-advantaged savings account that allows you to set aside money to pay for qualified medical expenses. It's designed to work with **High-Deductible Health Plans (HDHPs)**, which typically have lower monthly premiums but higher deductibles.

What are the advantages of having an HSA?

- Contributions are tax-deductible and are made automatically from your paycheck.
- The money in an HSA account is yours. If you choose to leave the company or switch health care plans, you keep the money.
- Funds roll over year after year. There is no “use it or lose it” provision.
- The money grows in your account tax free.

Is there a limit of how much you can contribute to the HSA?

- Yes, the IRS limits for 2026 (employer + employee contributions) are:
 - \$4,400 for individuals
 - \$8,750 for family
 - \$1,000 catch-up contributions for individuals 55 or older

Does Polar semiconductor contribute to my HSA?

- Yes! The ANNUAL employer contributions are:

Employee Only	\$600
Employee + Spouse	\$1,200
Employee + Child(ren)	\$1,200
Family	\$1,200



Health Savings Account (HSA)

Plan Year January 1, 2026 – December 31, 2026

HSA-eligible products are healthcare items approved by the I.R.S. that you can pay for with funds from a Health Savings Account.

They typically include things like prescriptions, over-the-counter medicines, first aid supplies, and other qualified medical expenses.

The list to the right is not all-inclusive; additional expenses may qualify or not qualify, and the items listed above are subject to change in accordance with I.R.S. regulations. For more information or clarification on individual list items, refer to [Publication 502](#) or consult a tax professional.

Examples of I.R.S.-Qualified Medical Expenses:

- | | | |
|----------------------------------------------|------------------------|-----------------------------|
| ✓ Acupuncture | ✓ Eyeglasses | ✓ Pregnancy Test Kit |
| ✓ Ambulance | ✓ Eye Surgery | ✓ Prosthesis |
| ✓ Annual Physical Examination | ✓ Hearing Aids | ✓ Psychiatric Care |
| ✓ Bandages | ✓ Home Care | ✓ Special Education |
| ✓ Birth Control Pills, Contraceptive Devices | ✓ Hospital Services | ✓ Sterilization |
| ✓ Body Scan | ✓ Insurance Premiums | ✓ Stop-Smoking Programs |
| ✓ Breast Pumps and Supplies | ✓ Laboratory Fees | ✓ Surgery |
| ✓ Breast Reconstruction Surgery | ✓ Lactation Expenses | ✓ Transplants |
| ✓ Chiropractor | ✓ Learning Disability | ✓ Vasectomy |
| ✓ Contact Lenses | ✓ Long-Term Care | ✓ Vision Correction Surgery |
| ✓ Crutches | ✓ Medicines | ✓ Weight-Loss Program |
| ✓ Dental Treatment | ✓ Nursing Home | ✓ Wheelchair |
| ✓ Diagnostic Devices | ✓ Nursing Services | ✓ Wig |
| ✓ Disabled Dependent Care Expenses | ✓ Optometrist | ✓ X-Ray Fees |
| ✓ Eye Exam | ✓ Oxygen | |
| | ✓ Physical Examination | |

Ineligible Medical Expenses May Include:

- | | | |
|---------------------------------------------------------------------------|-------------------------------------|--------------------------------------------|
| ✗ Baby Sitting, Childcare and Nursing Services for a Normal, Healthy Baby | ✗ Future Medical Care | ✗ Medicines and Drugs from other Countries |
| ✗ Controlled Substances | ✗ Hair Transplant | ✗ Nutritional Supplements |
| ✗ Cosmetic Surgery | ✗ Health Club Dues | ✗ Personal Use Items |
| ✗ Dancing Lessons | ✗ Health Coverage Tax Credit | ✗ Swimming Lessons |
| ✗ Diaper Service | ✗ Health Savings Accounts | ✗ Teeth Whitening |
| ✗ Electrolysis or Hair Removal | ✗ Household Help | ✗ Veterinary Fees |
| ✗ Flexible Spending Account | ✗ Illegal Operations and Treatments | |
| ✗ Funeral Expenses | ✗ Maternity Clothes | |

Flexible Spending Account (FSA)

Plan Year January 1, 2026 – December 31, 2026



A Flexible Spending Account (FSA) is a tax-advantaged account offered by employers that allows employees to set aside pre-tax money to pay for eligible out-of-pocket healthcare or daycare expenses.

Amounts in the FSA are “use it or lose it” with the exception of the rollover amounts noted below. Employees should carefully select their FSA benefit amounts each year.

What are the advantages of having an FSA?

- Contributions are tax-free and are made from your paycheck, reducing your taxable income and potentially lowering your overall tax burden.
- When you use the money for eligible expenses, those withdrawals are also tax-free.

General Purpose Healthcare FSA

- Contribution Limit \$3,400; rollover amount allowed \$680*
- Not eligible if contributing to an HSA

Limited Purpose Healthcare FSA

- Contribution Limit \$3,400; rollover amount allowed \$680*
- Eligible to enroll if enrolled in an HSA
- Funds can be used for qualified dental and vision expenses ONLY

Dependent Care FSA

- Contribution Limit \$7,500 for single employee or married filing jointly
- Contribution Limit \$3,7500 is married and filing separately
- No rollover allowed



HSA vs FSA Comparison

Plan Year January 1, 2026 – December 31, 2026



Feature	Health Savings Account (HSA)	Flexible Savings account (FSA)
Eligibility	Must be enrolled in a High-Deductible Health Plan (HDHP)	Available with most medical plans
Contributions	You, your employer, or both (up to I.R.S. annual limits)	You (sometimes your employer)
Annual Contribution Limits	Higher I.R.S. limits (varies annually)	Lower I.R.S. limits (varies annually)
Rollover	Funds roll over year to year; account remains with you if you change jobs	“Use it or lose it”; limited carryover or grace period
Tax Benefits	Pre-tax contributions, tax-free growth, tax-free withdrawals for qualified medical expenses	Pre-tax contributions, tax-free withdrawals for qualified medical expenses
Flexibility/Use	Can be used now or saved for future healthcare needs, including retirement	Best for predictable, short-term healthcare or dependent care expenses

Dental

Plan Year January 1, 2026 – December 31, 2026

Dental coverage is important to your overall health and wellness.

You can enroll in dental benefits for yourself and your family.

The dental plan features a network of dentists and specialists who have agreed to provide services at a discounted price.

Dental network = PPO Plus Premier

The chart to the right shows the features of the dental plan.



Services	Delta Dental	
	Network: PPO Plus Premier	
	In-Network	Out of Network*
Deductible	\$50 Single \$150 Family	\$50 Single \$150 Family
Preventive Services (Exams, Cleanings, X-Rays, Sealants, Fluoride)	100% Covered No deductible for diagnostic & preventive services	100% Covered No deductible for diagnostic & preventive services
Basic Services	20% after Deductible	20% after Deductible
Major Services	40% after Deductible	40% after Deductible
Orthodontia	50%, plan will pay up to \$1,600 lifetime per member	
Annual Maximum that Plan Pays Per Member	\$1,600*	
Reimbursement	Maximum Allowable Charge**	

Vision

Plan Year January 1, 2026 – December 31, 2026



Vision health is an important part of complete wellness.

You can enroll in vision benefits for yourself and your family.

If you choose an in-network provider, then your discounts will be applied at the point of purchase.

If you go out-of-network, then you can submit receipts to EyeMed for partial reimbursement.

Vision network = Insight

The chart to the right shows the features of the vision plan.

Frequency of benefits:

Examination – once every 12 months

Note: If you have medical insurance, use your medical insurance for the exam and it will be free.

Lenses or Contacts – once every 12 months

Frames – once every 24 months

Services	*In-Network Member Cost – what you will pay	Out-of-Network Reimbursement
Annual Comprehensive Eye Exam (Every 12 months)	\$20 copay	Allowance = reimbursement Up to \$50 allowance
Standard Frame (Every 24 months)	\$0 copay up to \$150 allowance Additional 20% off balance over allowance	Up to \$85 allowance
Standard Plastic Lenses (Every 12 months in lieu of contact lenses) Single Vision Bifocal Trifocal Standard Progressive	 \$10 copay \$10 copay \$10 copay \$75 copay	 Up to \$42 allowance Up to \$78 allowance Up to \$130 allowance Up to \$140 allowance
Contact Lenses (Every 12 months in lieu of frames and lenses) Conventional Disposable	 \$0 copay up to \$150 allowance Additional 15% off balance over allowance \$0 copay up to \$150 allowance	 Up to \$120 allowance Up to \$120 allowance

Cost of Coverage - Medical

Plan Year January 1, 2026 – December 31, 2026

ANNUAL HSA FUNDING:

\$600 for employee-only coverage and \$1,200 for family tiers of coverage

Please note that employee medical contributions are being updated to better align costs across plans.

For some, contributions will decrease, while others will increase as Polar standardizes cost sharing by network and coverage tier.

In general, the Passport network and Employee + Child(ren) tiers will see modest increases.

*For potential savings, consider the **ACO networks** (narrow network) or the **HDHP/HSA plan options**.*

MEDICAL Monthly Premiums				
	Employee	Employee + Spouse	Employee + Child(ren)	Family
PASSPORT NETWORK				
PPO PLAN	\$176.90	\$367.84	\$333.13	\$489.35
HDHP/HSA PLAN	\$110.64	\$229.73	\$208.08	\$305.53
PARK NICOLLET & HEALTHPARTNERS ACO NETWORK				
PPO PLAN	\$137.76	\$286.04	\$259.08	\$380.39
HDHP/HSA PLAN	\$82.42	\$170.86	\$154.78	\$227.14
VANTAGEPLUS ACO NETWORK				
PPO PLAN	\$137.76	\$286.04	\$259.08	\$380.39
HDHP/HSA PLAN	\$82.42	\$170.86	\$154.78	\$227.14

Working spouses who are eligible for “Minimum Value” coverage through their own employer are not eligible to enroll in Polar’s medical. Employees who have used tobacco within the past twelve months will be subject to a \$40 per month tobacco surcharge.

Medical – 2025 versus 2026

Plan Year January 1, 2026 – December 31, 2026

2025	PPO/Copay Plan	PPO/Copay Plan	PPO/Copay Plan	HDHP/HSA Plan	HDHP/HSA Plan	HDHP/HSA Plan
	Passport	VantagePlus ACO	Park Nicollet/HP ACO	Passport	VantagePlus ACO	Park Nicollet/HP ACO
EE Only	\$157.83	\$131.52	\$131.91	\$88.29	\$82.56	\$83.07
EE + Spouse	\$344.28	\$285.41	\$286.27	\$202.40	\$190.52	\$189.82
EE + Child(ren)	\$284.09	\$236.74	\$237.45	\$150.27	\$142.07	\$141.86
Family	\$449.80	\$374.85	\$375.96	\$285.38	\$267.88	\$268.53
2026	PPO/Copay Plan	PPO/Copay Plan	PPO/Copay Plan	HDHP/HSA Plan	HDHP/HSA Plan	HDHP/HSA Plan
	Passport	VantagePlus ACO	Park Nicollet/HP ACO	Passport	VantagePlus ACO	Park Nicollet/HP ACO
EE Only	\$176.90	\$137.76	\$137.76	\$110.64	\$82.42	\$82.42
EE + Spouse	\$367.84	\$286.04	\$286.04	\$229.73	\$170.86	\$170.86
EE + Child(ren)	\$333.13	\$259.08	\$259.08	\$208.08	\$154.78	\$154.78
Family	\$489.35	\$380.39	\$380.39	\$305.53	\$227.14	\$227.14
Monthly Change	PPO/Copay Plan	PPO/Copay Plan	PPO/Copay Plan	HDHP/HSA Plan	HDHP/HSA Plan	HDHP/HSA Plan
	Passport	VantagePlus ACO	Park Nicollet/HP ACO	Passport	VantagePlus ACO	Park Nicollet/HP ACO
EE Only	\$19.07	\$6.24	\$5.85	\$22.35	-\$0.14	-\$0.65
EE + Spouse	\$23.56	\$0.63	-\$0.23	\$27.33	-\$19.66	-\$18.96
EE + Child(ren)	\$49.04	\$22.34	\$21.63	\$57.81	\$12.71	\$12.92
Family	\$39.55	\$5.54	\$4.43	\$20.15	-\$40.74	-\$41.39

Cost of Coverage – Dental & Vision

Plan Year January 1, 2026 – December 31, 2026

No change to dental and vision rates.

DENTAL Monthly Premiums				
	Employee	Employee + Spouse	Employee + Child(ren)	Family
DELTA DENTAL PPO/PREMIER	\$9.89	\$21.46	\$17.80	\$28.18

VISION Monthly Premiums				
	Employee	Employee + Spouse	Employee + Child(ren)	Family
EYEMED INSIGHT	\$4.45	\$8.46	\$8.90	\$13.09

Benchmarking – Medical PPO/Copay Plan

Plan Year January 1, 2026 – December 31, 2026

Polar’s plan design and premiums are in line or better than benchmark (particularly for family tier premiums).

PLAN DESIGN - PPO/COPAY	Benchmark 1	Benchmark 2	Average	Polar 2026
Deductible	\$1,250	\$1,500	\$1,375	\$750
Out of Pocket Maximum	\$4,500	\$5,000	\$4,750	\$3,000
Office Visit Copay	\$25	\$25	\$25	\$25
Specialist Copay	\$45	\$50	\$48	\$35
Coinsurance	20%	20%	20%	20%
Generic Rx Copay	\$10	\$10	\$10	\$10
Formulary Rx Copay	\$35	\$45	\$40	\$35
Non Formulary Rx Copay	\$60	\$70	\$65	\$55
Urgent Care Copay	\$50	\$50	\$50	\$25
Emergency Room Copay	\$250	\$300	\$275	\$250
MONTHLY EMPLOYEE PREMIUMS - \$	Benchmark 1	Benchmark 2	Average	Polar 2026
Employee	\$162	\$165	\$164	\$177 / \$138
Employee + Spouse	\$535	\$528	\$532	\$368 / \$286
Employee + Child(ren)	\$430	\$459	\$445	\$333 / \$259
Family	\$715	\$739	\$727	\$489 / \$380

Benchmark 1
Number of employees
(501-1000)

Benchmark 2
Industry - Manufacturing,
Prof/Scientific/Tech

Benchmarking – Medical HDHP/HSA Plan

Plan Year January 1, 2026 – December 31, 2026

Polar’s plan design and premiums are in line or better than benchmark (particularly for family tier premiums).

PLAN DESIGN - HDHP	Benchmark 1	Benchmark 2	Average	Polar 2026
Deductible	\$3,300	\$3,250	\$3,275	\$2,000
Out of Pocket Maximum	\$5,000	\$5,500	\$5,250	\$4,000
Coinsurance	20%	20%	20%	20%
MONTHLY EMPLOYEE PREMIUMS - \$	Benchmark 1	Benchmark 2	Average	Polar 2026
Employee	\$108	\$108	\$108	\$111 / \$82
Employee + Spouse	\$367	\$389	\$378	\$230 / \$171
Employee + Child(ren)	\$288	\$342	\$315	\$208 / \$156
Family	\$500	\$563	\$532	\$306 / \$227

Benchmark 1
Number of employees
(501-1000)

Benchmark 2
Industry - Manufacturing,
Prof/Scientific/Tech

Benchmarking – Dental Plan

Plan Year January 1, 2026 – December 31, 2026

Polar’s plan design and premiums are in line or better than benchmark.

PLAN DESIGN - DENTAL	Benchmark 1	Benchmark 2	Average	Polar 2026
Deductible	\$50	\$50	\$50	\$50
Annual Plan Maximum	\$1,500	\$1,500	\$1,500	\$1,600
Lifetime Ortho Maximum	\$1,500	\$1,500	\$1,500	\$1,600
Coinsurance - Basic Services	20%	20%	20%	20%
Coinsurance - Major Services	50%	50%	50%	40%
Coinsurance - Orthodontia	50%	50%	50%	50%
MONTHLY EMPLOYEE PREMIUMS - \$	Benchmark 1	Benchmark 2	Average	Polar 2026
Employee	\$17	\$15	\$16	\$10
Employee + Spouse	\$40	\$40	\$40	\$21
Employee + Child(ren)	\$45	\$47	\$46	\$18
Family	\$61	\$72	\$67	\$28

Benchmark 1
Number of employees
(501-1000)

Benchmark 2
Industry - Manufacturing,
Prof/Scientific/Tech

Basic Life and AD&D

Plan Year January 1, 2026 – December 31, 2026



Polar provides full-time employees with basic life and accidental death and dismemberment (AD&D) insurance.

The provided coverage is in the amount of one times base annual earnings up to \$300,000.

Employees designate their beneficiaries in Workday.

This is 100% employer paid.



Voluntary Life and AD&D

Plan Year January 1, 2026 – December 31, 2026

If you need additional life/AD&D insurance to meet your family’s financial needs, you can purchase additional voluntary life insurance for yourself, your spouse, and/or your child(ren).

You will make your beneficiary designation in Workday.

Special enrollment for 2026: Open enrollment elections will follow the same “guaranteed issue” rules as for New Entrants.

With no medical questions asked, employees can elect/increase up to 300k in life/AD&D. Spouses can elect/increase up to 30k.

Amounts requested beyond those listed above will require Evidence of Insurability (i.e. you will need to complete a medical questionnaire).



Employee Benefit Amount: Life	<ul style="list-style-type: none">✓ Increments of 10k to a maximum of lesser of five (5) times salary or 600k.✓ New Entrants: Guarantee Issue Amount 300k.
Spouse Benefit Amount: Life	<ul style="list-style-type: none">✓ Increments of 5k to a maximum of 150k.✓ Not to exceed 100% of the employee election.✓ New Entrants: Guaranteed Issue Amount 30k.
Child(ren) Benefit Amount: Life	<ul style="list-style-type: none">✓ 10k policy✓ New Entrants: Guaranteed Issue Amount 10k.

Amounts over the Guaranteed Issue are subject to Evidence of Insurability (EOI).

Use the Workday open enrollment tool to view your individual rates. Rates vary based on coverage amount and age.

Disability Insurance

Plan Year January 1, 2026 – December 31, 2026

Polar pays for these benefits for full-time employees.

Salaried/exempt hires are eligible the first of the month after 90 days of employment.

Hourly/non-exempt hires are eligible the first of the month following one year of employment.



Short Term Disability (STD)

Elimination Period	7 days accident / 7 days illness
Income Replacement	65% of your pre-disability earning
Maximum Benefit	\$1,500 weekly
Maximum Benefit Period	26 weeks

In the event that you are unable to work due to a non-work-related illness or injury, you will be eligible for STD at no cost to you. This replaces a percentage of the income you would have earned had you been able to continue working.



Long Term Disability (LTD)

Elimination Period	180 days
Income Replacement	60% of your pre-disability earning
Maximum Benefit	\$10,000 Monthly
Pre-Existing Limitation	3/12
Maximum Benefit Period	Social Security Normal Retirement Age (SSNRA)

If your disability keeps you from working for an extended period, you will be eligible for LTD payments at no cost to you.



Accident Insurance

Plan Year January 1, 2026 – December 31, 2026



Accidents can happen when you least expect them. While you cannot always prevent them, you can get accident insurance coverage to make your recovery less expensive and stressful.

Lump sum benefits are paid out directly to you due to these types of expenses related to an accident: emergency treatment, diagnostic treatment, dislocations, fractures, follow-up treatments, ambulance transport, hospitalization, physical therapy, lacerations, and burns.

Accident Insurance	MONTHLY cost to you
Employee	\$7.02
Employee & Spouse	\$11.89
Employee & Child(ren)	\$17.24
Employee & Spouse/Child(ren)	\$22.11



Critical Illness Insurance

Plan Year January 1, 2026 – December 31, 2026

If you're diagnosed with a serious illness, one of the last things you want to worry about is your finances.

A critical illness policy can provide you with a lump-sum benefit upon diagnosis of a critical illness. The benefit can be used to pay out-of-pocket expenses or to supplement your daily cost of living.

Some examples of serious illnesses include – cancer, heart attack, stroke, ALS, MS, & Alzheimer's.

Employees can elect \$10,000, \$20,000, or \$30,000 in coverage. All amounts are guaranteed issue.

Spouse election is 50% of the employee's benefit and child election is 50% of the employee's benefit.

Use the Workday open enrollment tool to view your individual rate. Rate varies based on coverage amount, tobacco status, age, and family tier.



Employee Assistance Program (EAP)

Plan Year January 1, 2026 – December 31, 2026

The Employee Assistance Program (EAP) provides a network of experienced professionals who can offer counseling for you and your dependents facing difficult legal, emotional, or financial issues. Counselors and qualified professionals are available 24 hours a day, 365 days a year, and all calls are completely confidential – nothing is reported back to your employer.

Topics Include:

- ✓ Family/Parenting
- ✓ Addictions
- ✓ Relationships
- ✓ Stress
- ✓ Legal
- ✓ Financial
- ✓ Emotional Support

Contact the EAP:

Phone: 800-344-9752

Website: [Click here](#) Web ID: NYLGBS



Pet Insurance

Plan Year January 1, 2026 – December 31, 2026



Wishbone Pet Health Insurance makes it easy and affordable to protect your furry family members.

- 24/7 Pet Telehealth services
- Low annual deductible
- Fast claims processing

Get a quote at:

<http://wishboneinsurance.com/polarsemi>

800-887-5708

Email: help@wishboneinsurance.com

Please note you will enroll for Pet Insurance directly with Wishbone (not in Workday) and will pay Wishbone.



Legal Insurance

Plan Year January 1, 2026 – December 31, 2026



Legal issues can be a big disruption in your life. To help ease the stress of these issues, Polar offers voluntary legal insurance through ARAG. There are two plan options to choose from, summarized below.

Click [here](#) (code = 18665pol) to find out more!

Ultimate Advisor	Ultimate Advisor Plus
<ul style="list-style-type: none">✓ Consumer protection✓ Criminal✓ Debt related✓ Driving✓ I.R.S./taxes✓ Family (adoption, guardianship, divorce, etc.)✓ Landlord/tenant✓ Real estate/home ownership✓ Wills/estate planning	<ul style="list-style-type: none">✓ Covers everything under the base plan✓ Caregiving services✓ Financial counseling✓ Local/state taxes assistance✓ Identity theft protection✓ Additional family matters coverage
\$20.75 per month	\$24.25 per month

Identity Theft Protection

Plan Year January 1, 2026 – December 31, 2026



Identity theft can disrupt your credit, finances, and personal security.

With Allstate Identity Theft Insurance, you'll have peace of mind knowing you're protected.

Coverage includes expense reimbursement for restoring your identity, account monitoring, and tools to safeguard your financial well-being.

<ul style="list-style-type: none">✓ Scam Protection✓ Family Protection features✓ Identity Restoration support✓ Data Removal✓ Fraud Resolution Tracker	<ul style="list-style-type: none">✓ Dark Web Monitoring✓ Credit Monitoring✓ Digital Footprint tracking✓ Cyber Protection for Devices✓ Robocall and Ad Blocker	<ul style="list-style-type: none">✓ Financial and Identity Monitoring✓ 24/7 Support✓ Interactive Help Center✓ Family Digital Safety Tools
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ID THEFT – Monthly Premiums	
Employee	\$9.95
Family	\$17.95

401(k) Retirement Plan

Plan Year January 1, 2026 – December 31, 2026

2026 401K LIMITS - announced 11/13/25:

Regular: \$24,500

Catch Up: \$8,000

Catch Up (age 60-63): \$11,250



A 401(k) plan is an employer-sponsored retirement savings plan that allows employees to contribute a portion of their paycheck before taxes are taken out (traditional pre-tax) or after taxes (Roth).

Employees can contribute from 0% up to 60% of earnings, to a maximum of \$23,500 in 2025 (2026 limit not yet released). Catch up contributions of \$7,500 are available in 2025 (2026 limit not yet released) for those who reach age 50 during the plan year. A special catch up amount of \$11,250 is available in 2025 (2026 limit not yet released) for those who are age 60-63 during the plan year.

The Polar employer contribution is a 5% match. Employees are vested in that match money two years after their hire date.



Starting 2026, high-wage earners aged 50 or older will be required to make all catch up contributions on an after tax (Roth) basis.

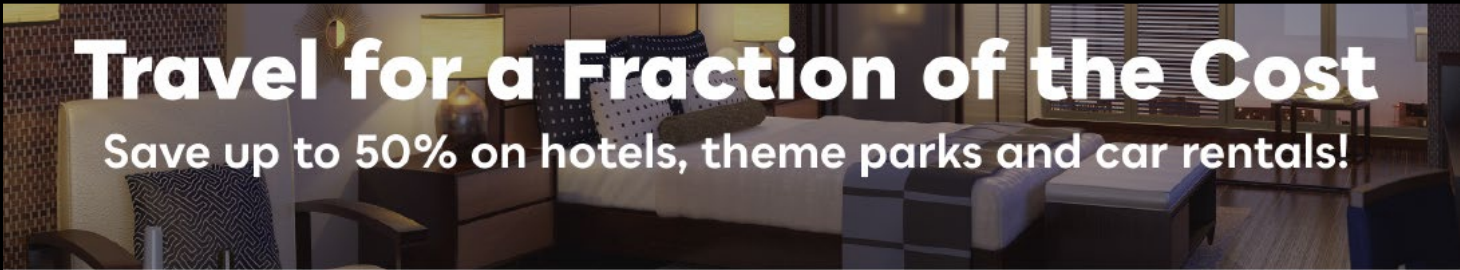
Hauser Travel Perks

Plan Year January 1, 2026 – December 31, 2026

Travel discounts through Hauser
Access Perks!

Click [here](#) to explore perks
code = **HAUSERPERKS**







Or, call 877-428-4585










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Working Advantage Discounts

Plan Year January 1, 2026 – December 31, 2026

working
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Polar Paid Time Off - 2026



2026 Paid Time Off

NON-EXEMPT (Hourly) 2026 PAID TIME OFF

- PDO accrual – no changes
- SST accrual – no changes
- **Floating Holiday** – 24 hours deposited on January 1st **and** 24 hours on July 1st (Birthday Holiday absorbed into Floating Holiday)

EXEMPT (Salaried) 2026 PAID TIME OFF

- PDO accrual – no changes
- **SST** accrual – accrual stopping as of 1/1/26; remaining balances as of 12/31/25 may be used and run out for future requests. PDO accrual satisfies SST.
- **Floating Holiday** – 48 hours deposited on January 1st **and** 48 hours on July 1st (Birthday Holiday absorbed into Floating Holiday)

Minnesota Paid Leave – effective 1/1/26



Minnesota Paid Leave, also called Paid Family Medical Leave (PFML), requires employers to offer up to 12 weeks of paid medical leave and up to 12 weeks of paid family leave to employees working in Minnesota. Wage replacement is partial.

Up to 12 weeks of medical leave (to care for self) to take care of a serious health condition, including pregnancy, childbirth, recovery, or surgery.

Up to 12 weeks of family leave (to care for someone else) to:

- Bond with a child through birth, adoption, or foster placement
- Care for a loved one with a serious health condition
- Support a military family member called to active duty
- Respond to certain personal safety issues such as domestic violence, sexual assault, stalking, or similar issues.



Seven-day qualifying period (i.e. must need leave for more than seven days) except for baby/child bonding.

Required Minnesota Paid Leave notice will be provided to employees by December 1st.

For more information, go to: [Individuals and families / Minnesota Paid Leave](#)



Important Reminders

Plan Year January 1, 2026 – December 31, 2026

- ★ **All employees must complete the open enrollment event in Workday**
- ★ **Review the instructions/alerts within the Workday enrollment event**
- ★ **You will know your enrollment is successfully submitted *once it is no longer in your Workday My Tasks box***
- ★ **The enrollment deadline is Friday, November 21st**

Once you are enrolled in benefits...

- ★ ***To receive the best benefits and coverage, always ensure you are seeing a provider in your selected network. For example, if you select the Park Nicollet & HealthPartners network, use only providers within that specific network.***

Open house sessions

NEED HELP WITH YOUR OPEN ENROLLMENT? COME TO AN OPEN HOUSE!

Before you come to an open house / help session, please have familiarized yourself with the 2026 benefits via the open enrollment materials.

Please also have opened/attempted to complete the Workday open enrollment event on your own.

If you are enrolling new dependents, you will also need birth dates and SSNs.

<u>DATES</u>	<u>TIMES</u> (cafeteria)
Wed. 11/5	11am-1pm; 5pm-6:30pm
Fri. 11/7	11am-1pm; 5pm-6:30pm
Mon. 11/17	11am-1pm; 5pm-6:30pm
Thurs. 11/20	11am-1pm; 5pm-6:30pm
Fri. 11/21	5pm-6:30pm

Questions?

Where to find additional benefits information 24/7/365:

- ✓ <http://www.polarsemibenefits.com/> (Note: this is replacing iNGAGED)
- ✓ SharePoint (Wafer Central): Departments / Human Resources / Benefits & Leaves

