NEWELL BENEFITS

Internal

Annual Enrollment is Coming!

November 3 – 16, 2025

Newell Brands is committed to supporting your health and well-being.

Our Total Rewards strategy is designed to attract, engage, and support our people by offering competitive, comprehensive rewards. Benefits are a key part of that commitment. We regularly review our programs to ensure they meet your needs, balance quality with cost, and align with modern workplace expectations. Along with high-quality coverage, we provide tools and resources to help you make informed choices, plan for the future, and select the best options for you and your family.

This year will be a passive enrollment. If you take no action, most of your benefits from last year will roll over to 2026.

What's New in 2026

Coming Soon! New Benefits Website!	**Benefits Central is the new one-stop shop for all things benefits.** Benefits Central makes it easier to understand and find benefit resources. **Stay tuned for upcoming communications with details on how to access the site.**
Medical & Dental	• **Enhanced dental preventive care benefits.** Improved coverage for routine exams, cleanings, and early detection services to help you maintain long-term oral health. New for 2026, preventive care costs will not apply to your annual maximum limit. • **Anthem select network in Tennessee.** This network is designed to balance affordability with quality care, aligning with Newell Brands' commitment to employee well-being and smart healthcare investment.
Health Savings Account (HSA)	In 2026, employee contribution limits will increase. You can **contribute up to $4,400 pre-tax for single coverage (up $100) or $8,750 for family coverage (up $200).** If you're age 55 or over, you can contribute an additional $1,000 per year. Company contributions will remain the same.
Flexible Spending and Commuter Accounts	**Fidelity will replace HealthEquity in 2026**, which streamlines benefits under Fidelity and eases the administration for employees.
Health Support Programs and Resources	• **New! Virtual Physical Therapy with Sword Health**. Our new Sword Health Musculoskeletal Benefit provides digital solutions for muscle, joint, and movement-related conditions; personalized physical therapy guided by licensed clinicians; and convenient at-home treatment for back, neck, shoulder, and joint pain. • **Connie Support Tool:** This is an AI-powered support tool built to deliver personalized guidance. It helps employees easily navigate WellatNewell by answering questions and directing you to the right resources. • **Active&Fit** will replace ClassPass as our new wellness benefit offering. • 2nd MD second opinion vendor will no longer be offered as of 12/31/2025.
Enhancements to Retirement 401(k) Benefits	**Catch-up Contributions.** Starting in 2026, if you're age 50 or older and earned more than $145,000 last year, any extra "catch-up" contributions you make to your 401(k) must go into a Roth account.

What's Staying the Same

Most benefit offerings remain the same in 2026, including our benefits carriers, plan designs, deductibles and coinsurance.

Before you enroll, spend a few minutes with ALEX.

ALEX is an interactive online benefits counselor. This comprehensive plan comparison tool helps you evaluate the different Newell Brands benefit plan options by explaining your benefits. Use the Alex comparison tool to help you choose the best health plan for your needs.

Here's what you need to do…

NOW: Review your information and options.

1. **New! Explore Benefits Central before Annual Enrollment.** Visit Benefits Central, your new one-stop benefits microsite, to view resources ahead of Annual Enrollment. From medical coverage details to wellness tools, it offers streamlined access and enhanced navigation to help you easily understand and find everything related to your benefits.
2. **Make sure you're able to access WellAtNewell.com**. If you have not logged in since last year's annual enrollment, check your access now via the Benefits single sign-on icon on the home page of Newell Central or log in directly at **WellAtNewell.com**. Be sure your username and password are working.
3. **Get your annual physical by December 31, 2025** to earn $600 off your 2026 medical rates. If you plan to cover your eligible spouse/partner on your medical plan in 2026, they will also need to get a physical. You will attest to completing your annual physical during annual enrollment.
4. **Watch for upcoming communication materials** from the Newell Brands Benefits Center regarding annual enrollment. There will be several tools and resources to help you understand and pick the best options for you and your family.

IN NOVEMBER: Select the care that best meets your needs.

1. **Review your benefit elections.** This year will be a passive enrollment. If you take no action, most of your benefits from last year will roll over to 2026. Review your options to make sure they're the right choice for you and your family.
2. **Consider Flexible Spending Accounts (FSAs).** If you wish to contribute to a Health Care, Limited Purpose, and/or Dependent Care Flexible Spending Account in 2026, you must re-enroll during annual enrollment. Remember, if you are contributing to an HSA, you are only eligible to contribute to a Limited Purpose FSA.
3. **If you are currently enrolled in an FSA or Commuter benefit:**
   - Elect your 2026 FSA benefits contributions at **WellatNewell.com** by November 16, 2025.
   - Register online and elect your 2026 commuter benefits at **netbenefits.com/newellbrands** from December 1-10, for coverage starting in January.
   - Look for an email when your account is ready, and a new debit card mailed to your home in December.
   - Use your current HealthEquity debit card until December 31, 2025. You must submit 2025 claims to HealthEquity by March 31, 2026.
   - More information about this transition will be provided in the coming months.

No matter who you are or what benefits you need…We've got you covered!

Questions?

Contact the Newell Brands Benefits Center. Representatives are available to assist you by phone Monday through Friday, 9:00 a.m. to 6:00 p.m. Eastern Time, except holidays, **at 833-4NEWELL** (463-9355).

Thank you,
Newell Brands Benefits Team