



Leave of Absence Summary

Newell Brands offers paid time away from work whether its planned or unexpected. Below is an overview of benefits available to support you and your family whether in times of serious illness or injury, or to spend time with new members of the family.

Short-Term Disability

The Short-Term Disability (STD) Plan helps provides financial protection by paying a portion of your income if you become disabled after 90 days of service. The amount you receive is based on your rate of pay before your disability began. Benefits begin on the 1st day of a qualifying disability that results from a non-work-related accident or hospitalization. For sickness or outpatient surgeries that don't require hospitalization, a 7-day waiting period applies. Claims must be reported to Leave Administrator in a timely manner. You may be eligible to receive benefits up to 26 weeks under the STD Plan. Approved STD payments are paid by Newell Brands payroll with continuation of active employee benefit deductions. Employees are required to use sick time (if applicable) and may use PTO time (optional) during the 7-day elimination period when it applies. You may also request to supplement any approved STD benefits with PTO hours up to a maximum of 100% of your regular pay.

| | Salaried (Professional/Clerical) | Hourly (Factory/Retail) ** |
|--|---|----------------------------|
| Disability Benefit | 80% base salary | 60% base salary |
| Disability Offset | Applied to those who work in a state that offers paid family, disability and medical leave benefits | |
| Eligibility Waiting Period | 90 days of employment with Newell Brands | |
| Elimination Period before disability benefit begins* | 0 days for injury/hospitalization 7 days sick/outpatient surgery | |
| Weekly Maximum Benefit*** | No Maximum | No Maximum |
| Benefit Max duration | 26 weeks | |

* The elimination period is the number of days that must pass between your first day of a covered disability and the day you can begin to collect your STD benefit.

**If you are out for more than 30 days you may be required to complete a drug screen before returning to work.

*** Eligible U.S. Union Employees should reference your Collective Bargaining Agreement.

Note:

State Disability Benefits: Depending on the state where you work, you may be entitled to state disability benefits. If you work in a state that provides state paid disability or family and medical leave benefits (CA, CO, CT, DC, DE HI, MA, ME, NY, NJ, OR, RI, WA), your Newell plan benefits will be reduced by an estimated amount you are expected to receive from the state. See more information on next page on how to apply for your state benefits and what to expect.

Paid Parental Leaves

Newell Brands supports employees and their families by providing paid leave for new parents who are full-time employees and have completed 90 days of service.

| Type of Leave | Amount of Time | Benefit amount |
|---|--|--|
| Maternity Leave | 8 weeks paid for birth and related recovery plus 4 weeks paid for bonding | 100% base salary- Offset will apply for state plans |
| Parental/Adoption Leave- Non-birth parent or newly adoptive parent | 4 weeks paid leave for bonding | 100% base salary- Offset will apply for state plans |

State Paid Disability and Leave Benefits

To the extent permitted by law, the Newell disability and paid leave policies are not intended to result in duplicative paid time off. This means your Newell benefits will be reduced by any amount you receive or are entitled to receive under a state disability/paid leave plan. These states are CA, CO, CT, DC, DE, HI, MA, ME, NY, NJ, OR, RI, WA. State benefit amounts vary by state but are based upon a percentage of your earnings.

If you work in one of these states, you may be eligible for state disability/paid leave benefits, and you generally must file directly with the state using the contact information outlined below. **Failure to comply with the required employee actions may result in a shortage of pay during your leave period.**

For employees who work in **New York**, no additional filing is required with the state as your entire claim is being administered by the Leave Administrator. For all other states, you will need to file your claim with the state.

| State | Phone Number | Website | Employee Action |
|-------|----------------|---|---|
| CA | (800) 480-3287 | www.edd.ca.gov/disability | File a claim for the California state disability insurance or the California Paid Family Leave. |
| CO | 866-263-2654 | https://famli.colorado.gov/ | File a claim for the CO FAMLI paid leave |
| CT | 877-499-8606 | https://ctpaidleave.org/ | File a claim for the CT Paid Family & Medical Leave (PFMLA). |
| DC | 202-899-3700 | https://dcpaidfamilyleave.dc.gov/ | File a claim for the D.C. paid family leave. |
| DE | 302-761-8375 | https://labor.delaware.gov/ | File a claim for the D.E. paid family leave. |
| HI | 808-586-8777 | https://labor.hawaii.gov/wsd/hawaii-family-leave/ | File a claim for the HI Family Leave |
| MA | (833) 344-7365 | https://www.mass.gov/paid-family-and-medical-leave-benefits | File a claim for the MA Paid Family and Medical Leave. |
| ME | 207-623-7900 | https://www.maine.gov/paidleave/ | File a claim for the ME Paid Family & Medical Leave. |
| NJ | (609) 292-7060 | www.myleavebenefits.nj.gov | File a claim for the NJ Temporary Disability & for Paid Family Leave. |
| NY | (844) 337-6306 | https://paidfamilyleave.ny.gov/ | No action required – Prudential will handle |
| OR | (971) 245-3844 | www.oregon.gov/boli | File a claim for the OR Paid Family and Medical Leave |
| RI | (401) 462-8420 | http://www.dlt.ri.gov/tdi/ | File a claim for the RI Temporary Disability Insurance (TDI) or Caregiver Insurance Benefit (TCI) |
| WA | (833) 717-2273 | https://www.paidleave.wa.gov/workers | File a claim for the WA Paid Family and Medical Leave. |

All state applications will require you to provide your employer Federal Employer Identification Number (FEIN). To locate the employer FEIN, visit Newell Central under Work & Life, Leave of Absence Page. Find the FEIN for the company you work for (as listed on your paycheck or W-2 statement.) When completing your state application, you must indicate your employer will pay you the difference between regular wages and state leave benefits. If you have questions on completing the state applications, contact the HRSD at 1-877-467-4772 to be routed to the LOA Benefits Specialist, create an ASKHR case on Newell Central or email NewellBrands.BenefitsCenter@newellco.com.

Paying for Your Newell Benefits While on leave

During your paid leave, Newell will continue to pay its portion of your group health insurance premiums and you must pay your share, if any, of the health insurance premiums through payroll deductions. All benefits (e.g., medical, dental, life insurance, disability insurance, etc.) remain in effect except Dependent Care FSA, which must be dropped (if applicable) while you are on leave. Please **contact the Newell Brands Benefit Center at 833-463-9355 once you return if you wish to re-enroll in your Dependent Care FSA.**

If your Newell paycheck does not cover your portion of insurance premiums through payroll deductions while on a leave, your benefit deductions will go into arrears. Once you return to work, you will be responsible for any missed benefit premium deductions. They will automatically begin deducting on your next paycheck. If you are on an unpaid leave longer than 4 weeks, your benefit deductions may be set up on direct billing with the Newell Brands Benefits Center. **If you have any questions about your benefits continuation, please contact the Newell Brands Benefits Center at 833-463-9355.**

Long-Term Disability

Should you be unable to work for a period that extends beyond your STD coverage of 26 weeks, you may be eligible for Long-Term disability benefits. LTD benefits are paid to you directly by Prudential on a monthly basis. If you are approved for LTD, your health & welfare benefits coverage will terminate. You will be offered COBRA continuation for medical, dental and vision coverage at the same rates as active employees for 6 months. After that, you will be responsible for the full cost of COBRA coverage. If you have any questions about your benefit continuation, please contact the Newell Brands Benefits Center at 833-463-9355.

| | Employer Paid | Employee Paid Voluntary LTD |
|---|---|---|
| Eligibility* | Full-time salaried employees and certain eligible union employees. | Full-time hourly employees who have enrolled in the plan. (Enrollment is available during your New Hire period or during Annual Enrollment – subject to Evidence of Insurability requirements.) |
| Elimination Period before benefits begin | 180 days | |
| Monthly Benefit | 60% of monthly earnings | 50% of monthly earnings |
| Monthly Maximum | \$25,000 | \$7,500 |
| Benefit Duration Max** | <u>Age at Disability</u> Less than Age 62 Age 62 Age 63 Age 64 Age 65 Age 66 Age 67 Age 68 69 and over | <u>Maximum Period of Payment</u> To Social Security Normal Retirement Age 60 months 48 months 42 months 36 months 30 months 24 months 18 months 12 months |

*Pre-existing conditions may apply, refer to your Long-Term Disability Plan Document.

**The Maximum Benefit Period is subject to the limited disability benefits and date benefit payments end as noted in the SPD.

Other Time Off

We understand there are times that you need to be away from work including the loss of a family member, fulfilling your civic duty, or serving your country. These are additional leave benefits offered at Newell Brands and managed by Prudential:

- **Bereavement Leave:** Newell provides paid bereavement leave to support your health and well-being with time away from work to grieve, make/attend funeral/memorial service arrangements and spend time with family and friends.
- **Jury Duty:** At Newell, we provide leave when you need to be away from work for Civic duty.
- **Military Leave:** We value our employees who serve our country. Military leave benefits are provided to support you and provide job protection while you are away from work.
- **FMLA:** If you need to take time off for your own illness or to care for an ill family member.
- **Unpaid Personal Leave:** If you need to take time off from work for personal reasons without pay, your manager must approve this leave. All other leave programs and vacation/PTO time must be exhausted first.

All leave policies are located on Newell Central->Work & Life-> Leave of Absence.

For more information regarding time off work, contact Prudential at 1-877-367-7781 or visit www.prudential.com/mybenefits. For escalations regarding your leave of absence, contact the HRSD at 1-877-467-4772 to be routed to our LOA Benefits Specialist, create an ASKHR case on Newell Central or email NewellBrands.BenefitsCenter@newellco.com.

This overview is intended to summarize key features of your benefits. Complete details of each benefit can be found in the formal plan documents available at WellAtNewell.com or by contacting 833-463-9355. In the event of any conflict between this overview and the formal plan document, the formal plan document will govern. Coverage for union employees may differ and is determined by the terms of your Collective Bargaining Agreement.