

WHAT'S NEW IN 2026

Every year, we take a close look at our benefits and consider what changes are necessary. We want to provide you with comprehensive, inclusive coverage—both at work and home. Our benefits prioritize your health and well-being so you're better equipped to take on anything life throws at you.

Get a sneak peek at what's new for 2026 and be sure to enroll October 25–November 16, 2025, to get the coverage you need for 2026.

New Prescription Drug Vendor

Rockwell is preparing to transition from CVS Caremark to Optum Rx for prescription coverage. This change is expected to be smooth, with minimal disruption for you and your family. If you're enrolled in UnitedHealthcare, you'll receive one ID card for both medical and prescription coverage. If you're enrolled in Centivo, you'll receive a separate ID card from Optum Rx in addition to your medical ID card.

New Life Insurance Changes

If you're currently enrolled or plan to enroll in Spouse Life, Child Life, and/or AD&D Insurance, you'll need to confirm which dependents should be covered. This update helps ensure that only eligible dependents are enrolled. Be prepared to provide their information during enrollment.

Increase in Medical Contributions

In line with our commitment to keeping expenses as affordable as possible for you and your family, Rockwell Automation continues to pay the majority of your premium costs. However, due to the continual rise of health care costs, you'll notice an increase in your medical plan contributions. This increase is still below the national average.

Increase to Spousal Surcharge

To help manage rising health care costs in a fair and balanced way, the spousal surcharge will be adjusted for 2026. If you earn less than \$50,000 annually, the surcharge will be \$65 per month, and if you earn more than \$50,000 annually, the surcharge will be \$150 per month. This change reflects the shared responsibility of managing health care expenses and aligns with industry practices across the country.

Health Clinic Enhancements

Rockwell is making enhancements to onsite health clinic services. This includes expanding behavioral health support through the Milwaukee office, offering a flat structure for onsite services, and improving medication access with a curated prescription list. You can expect targeted communications at your location—ensuring the right resources are available where they're needed most.



WANT TO KNOW MORE ABOUT YOUR BENEFITS?

Wish you had a better understanding of your benefits? Want to choose your coverage with confidence? Visit raquickfind.com to find all the details, compare plans, and more.

401(k) Plan Updates

Starting in 2026, we'll be making changes to the Rockwell Retirement Savings Plan (the "401(k)" Plan) as we implement two key provisions of the SECURE 2.0 Act related to catch-up contributions for those aged 50+. These provisions are designed to align with new federal guidelines and enhanced savings opportunities for eligible employees. Fidelity will communicate with you directly if you're impacted by the changes. No action is required at this time.



ENROLL BY NOVEMBER 16

Go to **Your Benefits™** by visiting digital.alight.com/rockwellautomation and enroll by November 16.