

## All Full-Time Employees of Exyte Americas Holding, Inc.

### Benefits At-A-Glance

#### Supplemental Life Insurance

#### The Lincoln Term Life Insurance Plan:

- Provides a cash benefit to your loved ones in the event of your death
- Features group rates for Exyte Americas Holding, Inc. employees
- Includes *LifeKeys*® services, which provide access to counseling, financial, and legal support services
- Also includes *TravelConnect*<sup>SM</sup> services, which give you and your family access to emergency medical assistance when you're on a trip 100+ miles from home

| Employee   |  |
|--|--|
| Guaranteed coverage amount during initial offering or approved special enrollment period | \$250,000  |
| Newly hired employee guaranteed coverage amount  | \$250,000  |
| Continuing employee guaranteed coverage annual increase amount                           | Choice of \$10,000 or \$20,000   |
| Maximum coverage amount  | 5 times your annual salary (\$500,000 maximum in increments of \$10,000)         |
| Minimum coverage amount  | \$20,000   |
| Spouse   |  |
| Guaranteed coverage amount during initial offering or approved special enrollment period | \$50,000   |
| Newly hired employee guaranteed coverage amount  | \$50,000   |
| Continuing employee guaranteed coverage annual increase amount                           | Choice of \$5,000 or \$10,000  |
| Maximum coverage amount  | 50% of the employee coverage amount (\$250,000 maximum in increments of \$5,000) |
| Minimum coverage amount  | \$5,000  |
| Dependent Children   |  |
| 6 months to age 25 guaranteed coverage amount  | \$10,000   |
| Age 14 days to 6 months guaranteed coverage amount                                       | \$500  |

## What your benefits cover

### Employee Coverage

#### Guaranteed Life Insurance Coverage Amount

- Initial Open Enrollment: When you are first offered this coverage, you can choose a coverage amount up to \$250,000 without providing evidence of insurability.
- Annual Limited Enrollment: If you are a continuing employee, you can increase your coverage amount by \$10,000 or \$20,000 without providing evidence of insurability. If you submitted evidence of insurability in the past and were declined for medical reasons, you may be required to submit evidence of insurability.
- If you decline this coverage now and wish to enroll later, evidence of insurability may be required and may be at your own expense.
- You can increase this amount by up to \$20,000 during the next limited open enrollment period.

#### Maximum Life Insurance Coverage Amount

- You can choose a coverage amount up to 5 times your annual salary (\$500,000 maximum) with evidence of insurability. See the Evidence of Insurability page for details.
- Your coverage amount will reduce by 50% when you reach age 70

### Spouse Coverage - You can secure term life insurance for your spouse if you select coverage for yourself.

#### Guaranteed Life Insurance Coverage Amount

- Initial Open Enrollment: When you are first offered this coverage, you can choose a coverage amount up to 50% of your coverage amount (\$50,000 maximum) for your spouse without providing evidence of insurability.
- Annual Limited Enrollment: If you are a continuing employee, you can increase the coverage amount for your spouse by \$5,000 or \$10,000 without providing evidence of insurability. If you submitted evidence of insurability in the past and were declined for medical reasons, you may be required to submit evidence of insurability.
- If you decline this coverage now and wish to enroll later, evidence of insurability may be required and may be at your own expense.
- You can increase this amount by up to \$10,000 during the next limited open enrollment period.

#### Maximum Life Insurance Coverage Amount

- You can choose a coverage amount up to 50% of your coverage amount (\$250,000 maximum) for your spouse with evidence of insurability.
- Benefits will terminate when you as the employee reach age 70

### Dependent Children Coverage - You can secure term life insurance for your dependent children when you choose coverage for yourself.

**Guaranteed Life Insurance Coverage Options:** \$2,000, \$4,000, \$6,000, \$8,000, and \$10,000.

## Supplemental Life Insurance Benefits At-A-Glance

## Additional Plan Benefits

|                           |          |
|---------------------------|----------|
| Accelerated Death Benefit | Included |
| Premium Waiver            | Included |
| Conversion                | Included |
| Portability               | Included |

## Benefit Exclusions

Like any insurance, this term life insurance policy does have exclusions. A suicide exclusion may apply. A complete list of benefit exclusions is included in the policy. State variations apply.

**Questions?** Call 800-423-2765 and mention Group ID: MWGROUP.

This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater detail. Refer to your certificate for your maximum benefit amounts. Should there be a difference between this summary and the contract, the contract will govern.

*LifeKeys®* services are provided by ComPsych® Corporation, Chicago, IL. TravelConnect<sup>SM</sup> travel assistance services are provided by On Call International, Salem NH. On Call International must coordinate and provide all arrangements in order for eligible services to be covered. ComPsych® and On Call International are not Lincoln Financial Group companies and Lincoln Financial Group does not administer these Services. Each independent company is solely responsible for its own obligations. Coverage is subject to contract language that contains specific terms, conditions, and limitations.

Insurance products (policy series GL1101) are issued by The Lincoln National Life Insurance Company (Fort Wayne, IN), which does not solicit business in New York, nor is it licensed to do so. Product availability and/or features may vary by state. Limitations and exclusions apply.



## Monthly Supplemental Life Insurance Premium

### Here's how little you pay with group rates.

| Employee Age Range | Life Premium Rate |
|--------------------|-------------------|
| 0 - 24             | 0.0000500         |
| 25 - 29            | 0.0000600         |
| 30 - 34            | 0.0000800         |
| 35 - 39            | 0.0000900         |
| 40 - 44            | 0.0001260         |
| 45 - 49            | 0.0002010         |
| 50 - 54            | 0.0003590         |
| 55 - 59            | 0.0006640         |
| 60 - 64            | 0.0009990         |
| 65 - 69            | 0.0015370         |
| 70 - 74            | 0.0029860         |
| 75 - 79            | 0.0036080         |
| 80 - 99            | 0.0073090         |

#### Group Rates for You

The estimated monthly premium for life insurance is determined by multiplying the desired amount of coverage (in increments of \$10,000) by the employee age-range premium rate.

$$\begin{array}{ccccc} \$ & \underline{\hspace{2cm}} & \times & \underline{\hspace{2cm}} & = & \$ \underline{\hspace{2cm}} \\ & \text{coverage amount} & & \text{premium rate} & & \text{monthly premium} \end{array}$$

*Note: Rates are subject to change and can vary over time.*

| Employee Age Range | Life Premium Rate |
|--------------------|-------------------|
| 0 - 24             | 0.0000500         |
| 25 - 29            | 0.0000600         |
| 30 - 34            | 0.0000800         |
| 35 - 39            | 0.0000900         |
| 40 - 44            | 0.0001260         |
| 45 - 49            | 0.0002010         |
| 50 - 54            | 0.0003590         |
| 55 - 59            | 0.0006640         |
| 60 - 64            | 0.0009990         |
| 65 - 69            | 0.0015370         |

#### Group Rates for Your Spouse

The estimated monthly premium for life insurance is determined by multiplying the desired amount of coverage (in increments of \$5,000) by the employee age-range premium rate.

$$\begin{array}{ccccc} \$ & \underline{\hspace{2cm}} & \times & \underline{\hspace{2cm}} & = & \$ \underline{\hspace{2cm}} \\ & \text{coverage amount} & & \text{premium rate} & & \text{monthly premium} \end{array}$$

*Note: Rates are subject to change and can vary over time.*

#### Dependent Children Monthly Premium for Life Insurance Coverage

| Coverage Amount | Monthly Premium |
|-----------------|-----------------|
| \$2,000         | \$0.34          |
| \$4,000         | \$0.68          |
| \$6,000         | \$1.02          |
| \$8,000         | \$1.36          |
| \$10,000        | \$1.70          |

#### Group Rates for Your Dependent Children

One affordable monthly premium covers all of your eligible dependent children.

Note: You must be an active Exyte Americas Holding, Inc. employee to select coverage for a spouse and/or dependent children. To be eligible for coverage, a spouse or dependent child cannot be confined to a health care facility or unable to perform the typical activities of a healthy person of the same age and gender.

The Lincoln National Life Insurance Company  
Please see prior page for product information.

#### Supplemental Life Insurance Premium Calculation