

FLEXIBLE SPENDING ACCOUNT (FSA)

WEX



Flexible Spending Accounts (FSAs) let you set aside pre-tax dollars to pay for eligible health care, dependent care, transit, and parking expenses—helping you lower your taxable income and save money throughout the year. Kärcher offers four tax-advantaged FSA options through WEX: Healthcare FSA, Dependent Care FSA, Transit FSA, and Parking FSA. Enrollment is optional, and you can choose any accounts for which you're eligible.



HEALTH CARE FSA

- Use pre-tax dollars to pay for eligible health care expenses such as deductibles, copays, and coinsurance.
- Contribute up to \$3,400 in 2026. Your full annual election is available on day one.
- Once elected, contributions cannot be changed unless you experience a Qualifying Life Event.

WHO CAN PARTICIPATE?

You can participate in the Healthcare FSA if you are not enrolled in a High-Deductible Health Plan (HDHP), whether through Kärcher or another source. You do not need to be enrolled in a Kärcher medical plan to participate.

WHAT HAPPENS AT THE END OF THE YEAR?

Healthcare FSAs are “Use It or Lose It.” Any funds not spent by the deadline are forfeited.

- Expenses must be incurred in the same plan year.
- Only expenses incurred on or after your effective date are eligible.
- All claims must be submitted by July 15 following the end of the plan year.

HOW DO I ACCESS MY FUNDS?

If you enroll, you will receive a debit card in the mail. You can use your debit card to pay for eligible expenses up front and submit your receipts as substantiation. Please remember that the IRS does require you to save all receipts to substantiate the tax deduction on your income tax return.



DEPENDENT CARE FSA

- Use pre-tax dollars to pay for eligible childcare or eldercare expenses.
- Contribute up to \$7,500 in 2026 (or \$3,750 if filing separately). Funds are available as they are deposited.
- Once elected, contributions cannot be changed unless you experience a Qualifying Life Event.

WHO CAN PARTICIPATE?

Any employee.

WHAT ARE THE CONTRIBUTION LIMITS?

Employees can contribute up to \$7,500 annually per family or \$3,750 if filing separately.

WHAT HAPPENS AT THE END OF THE YEAR?

Dependent Care FSA funds can only be used for expenses incurred during the plan year (5/1/2026 - 4/30/2027).

- Unlike the Healthcare FSA, Dependent Care funds are not available in full on day one—you can only be reimbursed up to the amount contributed at that point in time.
- Unused funds expire at the end of the plan year.
- Claims must be submitted by the plan's deadline for reimbursement.



COMMUTER FSA:

- 1. TRANSIT FSA:** Covers eligible mass transit costs, including bus, rail, ferry fares, passes, and vouchers.
- 2. PARKING FSA:** Covers work-related parking expenses at or near your workplace or a transit location. (Home parking is not eligible.)

Contribute up to \$340 per month for transit and/or parking. You may start, stop, or adjust contributions at any time.

FSA COMPARISON

	HEALTHCARE FSA	COMMUTER FSA: TRANSIT AND PARKING	DEPENDENT CARE FSA
Eligibility	Any benefits-eligible employee	Any benefits-eligible employee	Any benefits-eligible employee
Contribution Limits*	\$3,400	\$4,080 (\$340/month)	\$7,500 (\$3,750 if married and filing taxes separately)
Minimum Annual Election	\$100	N/A	\$100
Fund Availability	Full annual amount available immediately	Funds available as deposited	Funds available as deposited
Eligible Use	Qualified medical, prescription, dental, and vision expenses including: <ul style="list-style-type: none"> • Copays • Deductibles • Hearing aids and batteries • Ambulance services • Contact Lenses and cleaning solution • Prescription eyeglasses • Laser/Lasik Eye Surgery 	Work-related parking or mass transit expenses such as <ul style="list-style-type: none"> • Transit passes • Tokens • Fare cards • Vouchers • Parking fees for parking meters garages, etc. 	<ul style="list-style-type: none"> • Daycare, preschool, and before/after-school care for children under age 13 (kindergarten is not eligible). • Care for a disabled dependent of any age, including a spouse or parent. • Nanny, babysitter, or au pair costs when the care allows you to work (non-work-related babysitting is not eligible). Summer day camps (not overnight camps). • Care must be provided by someone you do not claim as a tax dependent.



NEED HELP?

Contact WEX Benefits at (866) 451-3399 or visit www.wexinc.com to view balances, submit claims, and manage your account.

For a full list of eligible expenses, please visit www.wexinc.com.