

LONG-TERM DISABILITY MEDICAL AND DENTAL COVERAGE



Important Notice of Change to Medical and Dental Plan Eligibility for Long-Term Disability Participants

Eligible participants of the ITW Medical Plan (the “Medical Plan”) and the ITW Dental Plan (the “Dental Plan”), components of the Illinois Tool Works Inc. Health and Welfare Benefits Plan, include those who are Disabled (as defined by the Medical and Dental Plan SPDs), provided they continue to receive benefits under ITW’s long-term disability (LTD) plan or any ITW Participating Business Unit’s LTD plan established prior to acquisition.

As of January 1, 2024, current LTD participants enrolled in the Medical and Dental Plans shall be able to continue coverage under these plans. However, should the LTD participant elect to cancel coverage or if coverage is cancelled due to non-payment at any time thereafter, the LTD participant will not be able to enroll in the Medical or Dental Plan in the future.

After January 1, 2024, participants transitioning to LTD benefits under ITW’s LTD Plan will no longer be eligible for, or offered coverage under, the Medical or Dental Plan. Employees transitioning to LTD benefits after January 1, 2024 will be offered six (6) months of subsidized COBRA coverage. For the first six (6) months of COBRA continuation coverage, these participants will pay a reduced COBRA rate for medical and dental insurance. The COBRA subsidy rates are published annually. Participants will be provided with the subsidy rate for COBRA coverage approximately six (6) weeks prior to the end of active coverage.

This announcement fulfills the requirement to provide 60-days’ notice of the change to all employees. Capitalized terms shall be defined as they are in the ITW Medical Plan SPD and ITW Dental Plan SPD.

If you have any questions regarding this notice, please contact your HR Representative.

IMPORTANT