BENEFITS

for life your way.

2026 U.S. BENEFITS GUIDE

Make the Most of Your Benefits

At ITW, we are committed to providing you with competitive, inclusive benefits and programs designed to support you and your family physically, mentally and financially. When you use these programs wisely, it benefits both you and ITW by keeping you healthy and secure, and by helping to manage health care costs for you and ITW. It takes all of us working together to keep our benefits and programs comprehensive, accessible and affordable.

To get started, you need to understand how your benefits work and make sure you take advantage of all they offer. Read this Benefits Guide to get the details, along with tips on how to use benefits **for life your way.** For even more information about your benefits, you and your family can go to **ITWemployee.com** and visit the **Explore U.S. Benefits** section (no login or password required).

What's Inside

Enroll

ITW offers you a variety of choices within our benefits and programs. It's up to you to enroll to get the coverage you and your family need.

KNOW:

Who You Can Cover

When You Can Enroll

How You Enroll

Who You Can Cover

YOU if you're a regular, full-time, non-union ITW employee on the U.S. payroll of a participating business unit and are regularly scheduled to work 30 hours or more per week

Your legally married **SPOUSE OR DOMESTIC PARTNER** (same-sex or opposite-sex)

Your **CHILDREN** (and your spouse's or domestic partner's children) through the end of the month in which they turn age 26 (regardless of student status)

ENROLLMENT TIP

If you add a domestic partner, be sure to complete and submit a domestic partner declaration form to the ITW Benefits Service Center.

When You Can Enroll

	During **OPEN ENROLLMENT**	For the first time as someone who is **NEWLY ELIGIBLE** for ITW benefits	Because of a **QUALIFYING LIFE EVENT**
WHEN TO ENROLL	**During the fall** (dates are announced in advance)	**Within 31 calendar days** (including weekends and holidays)[1] of your hire date or the date you become eligible for benefits	You can only make changes to your benefits outside of Open Enrollment if you have a qualifying life event — an event that affects your benefits coverage or the coverage of your dependents. Examples include marriage, divorce, birth, adoption or loss of other coverage. You have to make changes **within 31 calendar days** (including weekends and holidays)[1] of the event or wait until the next Open Enrollment or qualifying life event.
YOUR ELECTIONS TAKE EFFECT	**January 1** of the following year	**First of the month** on or after the date you become eligible for benefits	For birth or adoption, coverage begins on the **date of the event**. For all other events, coverage begins the **first of the month** on or after the qualifying life event date.

[1] The date of the event is considered day one of the 31 days. The last day to make changes is on day 31.

How You Enroll

IT'S SIMPLE

The easiest way to enroll in your ITW benefits (or make changes to your elections) is online. Just follow these step-by-step instructions:

LOG ON TO ITWEMPLOYEE.COM

Enter your seven-digit Employee ID (found on your paycheck stub) and password.

First time logging on? Go to page 41 of this guide for details on how to register.

MAKE YOUR ELECTIONS

Click the **Health & Life Elections** icon under the **Provider Websites** drop-down and follow the enrollment process instructions.

ENROLLMENT TIPS

Take a fresh look at your benefit needs and options each time you have a chance to enroll. Then choose options that are best for you and submit your elections by the enrollment deadline.

Use the Medical Plan Selection Tool for a personalized medical plan recommendation.

Make new Flexible Spending Account (FSA) and Health Savings Account (HSA) elections for each year you want to participate. If you want the tax advantages that come from having those accounts, you have to enroll each year you want to participate.

Planning a marriage or birth in 2026? Remember that you **must add** your new dependent to your benefits **within 31 calendar days (including weekends and holidays)**[1] of the qualifying life event — or wait until the next Open Enrollment period.

NEED HELP ENROLLING?

Call 1.866.416.4931, Monday through Friday, 7 a.m. to 7 p.m. Central time, except on holidays.

[1] The date of the event is considered day one of the 31 days. The last day to make changes is on day 31.

Health

Getting more out of life. That's what living well is all about — having the energy, time and attitude to do the things you enjoy. At ITW, we want you to stay healthy and productive both at work and home.

LEARN ABOUT:

Medical

Prescription Drugs

Dental

Vision

Living Well at ITW

We all have different health care needs. The good news is that all three ITW medical plan options have you covered:

HEALTHSAVER

PPO1

PPO2

Medical

ABOUT THE PLANS

All the plans use the same medical provider network (Blue Cross Blue Shield) and prescription drug provider (CVS Caremark).

You can use any provider you choose, but you save more when you use in-network providers. All the plans cover preventive care — including wellness-related lab tests and cancer screenings — at no cost to you when you use in-network providers. In addition, preventive generic medications are covered at no cost to you. And, all the plans provide coverage for the same services, like doctor visits, hospital care, lab work and X-rays. What and how you pay for care differs between the plans.

HOW THE PLANS WORK

	1 First, you pay for care.	2 Then, you and ITW share costs.	3 Finally, ITW pays 100% of remaining costs.
HEALTHSAVER	**You pay the full cost of most care and prescriptions until you meet the deductible** (the amount you pay before ITW starts to share the cost of most services with you). **In-network preventive care and preventive generic medications are covered at 100%.** **You can open a Health Savings Account (HSA).** ITW will contribute **$500** (if you cover yourself only) or **$1,000** (if you cover one or more family members) in January (prorated for enrollment after January 1). You can contribute too. You can pay for care with money from your HSA, or you can pay out of pocket and save your HSA money for later.	**Once you meet the deductible, you pay a percentage of the cost — 20% in-network and 40% out-of-network — for most eligible expenses.** That percentage is your coinsurance. ITW pays the rest. **NOTE:** If you have family coverage, there is no individual deductible. You must meet the entire family deductible before ITW pays expenses for any covered family member.	There's a limit to how much you have to pay toward eligible expenses during the year — called the out-of-pocket maximum. **If you reach the out-of-pocket maximum, ITW will pay 100% of eligible expenses for the rest of the year.** If you enroll in any level of family coverage, the in-network family out-of-pocket maximum is $9,800, but no individual will pay more than $4,900.
PPO1 **PPO2**	**You pay the full cost of most care until you meet the deductible** (the amount you pay before ITW starts to share the cost of most services with you). The exceptions: **You pay a copayment** (flat dollar amount) for in-network doctor office visits and virtual visits as well as generic prescriptions — without meeting the deductible. For brand-name drugs, **you pay coinsurance** — without meeting the deductible. **In-network preventive care and preventive generic medications are covered at 100%.** **You can enroll in a pre-tax Health Care Flexible Spending Account (FSA)** to pay for out-of-pocket medical expenses (ITW doesn't contribute to this account).	**Once you meet the deductible, you pay a percentage of the cost — 20% in-network and 40% out-of-network — for most eligible expenses.** That percentage is your coinsurance. ITW pays the rest. **For emergency or hospital care, you'll pay a copayment and coinsurance** — even after you meet the deductible. **NOTE:** If a family member meets the individual deductible, the plan will start to pay benefits for that family member. Once the family deductible is met, the plan will pay benefits for all covered family members.	There's a limit to how much you have to pay toward eligible expenses during the year — called the out-of-pocket maximum. **If you reach the out-of-pocket maximum, ITW will pay 100% of eligible expenses for the rest of the year.** There are separate maximums for medical care and prescription drugs.

YOUR COST TO HAVE COVERAGE

There are two tiers of medical plan payroll deductions for 2026. Here's who they apply to:

TIER 1:
Living Well at ITW Rates

(lower than the standard rates)

- Anyone who completed all Gateway Activities by September 30, 2025
- Anyone hired or newly benefits eligible on or after June 2, 2025

TIER 2:
Standard Rates

- All other employees not in one of the groups to the left

Depending on the rates you qualify for, here are the biweekly payroll deductions to have ITW medical coverage:

		HealthSaver		PPO1		PPO2	
		Standard Rates	Living Well at ITW Rates	Standard Rates	Living Well at ITW Rates	Standard Rates	Living Well at ITW Rates
2026 Biweekly Payroll Deductions	Employee Only	$57.22	$15.52	$144.68	$75.10	$80.96	$28.08
	Employee + Spouse/ Domestic Partner	$133.74	$65.40	$280.68	$211.10	$173.96	$105.64
	Employee + Child(ren)	$94.68	$41.38	$230.68	$161.10	$142.22	$73.90
	Family	$162.56	$94.24	$392.92	$323.34	$220.52	$152.20

YOUR COST TO USE COVERAGE

Here's a look at what you pay to receive in-network care.[1]

For information about your out-of-network benefits, visit ITWemployee.com, click on **Explore U.S. Benefits** and go to **Health** > **Compare the Medical Plans**.

	HealthSaver	PPO1	PPO2
Annual Deductible Individual/Family	**$1,900/$3,800**	**$500/$1,000**	**$1,000/$2,000**
Preventive Care[2] (eligible routine services, including wellness-related lab tests and cancer screenings)	**No cost to you** (if billed for an office visit, see Office Visits below)	**No cost to you** (if billed for an office visit, see Office Visits below)	**No cost to you** (if billed for an office visit, see Office Visits below)
Office and Virtual Visits[3,4]			
MDLIVE	**20%** after deductible	**$25** copayment	**$35** copayment
Primary Care Physician	**20%** after deductible	**$25** copayment	**$35** copayment
Specialist	**20%** after deductible	**$40** copayment	**$50** copayment
Hospital Stay[4]	**20%** after deductible	**20%** after **$250** copayment plus deductible	**20%** after **$250** copayment plus deductible
Outpatient Surgery	**20%** after deductible	**20%** after deductible	**20%** after deductible
Diagnostic Tests[2] (lab, X-ray and imaging, such as an MRI or CAT scan)	**20%** after deductible	**20%** after deductible	**20%** after deductible
Chiropractic Care (up to 20 visits per year per person)	**20%** after deductible	**20%** after deductible	**20%** after deductible
Physical, Occupational and Speech Therapy (up to a combined maximum of 60 visits per year per person)	**20%** after deductible	**20%** after deductible	**20%** after deductible
Emergency Room (ER)[5]	**20%** after deductible	**20%** after **$150** copayment plus deductible	**20%** after **$150** copayment plus deductible
Annual Medical Out-of-Pocket Maximum[6] Individual/Family	**$4,900/$9,800**	**$2,500/$5,000**	**$4,100/$8,200**

[1] In-network benefits are paid based on the plan allowance or negotiated charge. Out-of-network benefits are paid based on the Medicare reimbursement level. You are responsible for any additional amount (known as balance billing).

[2] Diagnostic tests that are identified by the doctor as preventive care are covered at 100% for in-network care or 80% for out-of-network care. Diagnostic tests that are not identified by the doctor as preventive care — even if the test is ordered during a preventive care visit — are covered at 80% after deductible (for in-network care) or 60% after deductible (for out-of-network care). For more details, contact a Benefits Value Advisor.

[3] Other services/supplies received during in-network office visits are not included in the cost, such as injections, medical supplies and physical therapy.

[4] Mental health and substance abuse care is covered the same as a doctor office visit or hospital stay.

[5] Benefits for emergency care in the ER are noted in the chart. Nonemergency care in the ER is subject to 20% in-network coinsurance and 40% out-of-network coinsurance after the deductible in the HealthSaver Plan, and a $150 copayment, deductible and 20% in-network and 40% out-of-network coinsurance in the PPO Plans.

[6] Your annual out-of-pocket maximum includes your annual deductible.

WHICH PLAN IS BEST FOR ME?

Choosing a medical plan is one of the most important choices you'll make all year. Before you make a decision, think about your health care needs and budget.

See the health care needs and priorities that typically align with each plan.

HEALTHSAVER

- Typically need only preventive care or see the doctor occasionally during the year
- **Prefer to pay less out of your paycheck and more when visiting the doctor**
- Want to receive money from ITW to help cover health care expenses
- Want to save for health care expenses, tax-free
- Are looking for another way to save for health care in retirement

PPO1

- See the doctor frequently throughout the year and receive treatment for more complex conditions (such as high blood pressure or diabetes)
- Anticipate pregnancy, surgery or a hospital stay in 2026
- **Prefer to pay the highest up-front contributions of the ITW plans for a higher level of benefits, then pay less when visiting the doctor**

PPO2

- Typically need only preventive care or see the doctor every now and then or for routine minor treatments (such as allergies)
- Don't anticipate pregnancy, surgery or a hospital stay in 2026
- **Prefer to pay less up front but still have more predictable costs when using care**

A CLOSER LOOK

Find the medical plan that offers you the most value by weighing your costs:

Payroll Deductions
(full year)
+
Cost When You Use Care
(deductibles, out-of-pocket expenses and plan maximums)
=
Maximum Annual Cost

You and your family can visit the **Explore U.S. Benefits** section of ITWemployee.com (no login or password required) to watch a video comparing your medical plan options and learn more about your choices.

Get help choosing the medical plan that's right for you with our Medical Plan Selection Tool. While you're enrolling, this tool helps you model different health scenarios, estimate out-of-pocket costs and determine which medical plan option is best for you and your family. It considers health care usage if you were enrolled in an ITW medical plan last year to help you pick the best coverage.

BE BENEFIT SMART

Know Where to Go When You Need Care

Save money on medical bills by going to the emergency room (ER) only for emergencies. Avoid the high cost of an ER visit by going to a doctor's office or urgent care center, or by using the telehealth service for non-emergencies.

Care Option	When to Use It	Your Relative Cost[1]
Doctor's Office	For nonemergency care, such as health exams, colds, the flu, sore throats and minor injuries.	$ Usually lower out-of-pocket cost to you than urgent care
MDLIVE Virtual Office Visit (board-certified doctors and licensed therapists available 24/7 via telephone, laptop, tablet or smartphone)	When you can't get in to see your doctor or licensed therapist, or leaving home is difficult (for example, if you have a sick child). Doctors will be able to diagnose symptoms and prescribe medications for common conditions, such as a cough, a cold, the flu, pink eye or a skin rash. You can also access licensed therapists for behavioral health services to treat anxiety, depression and more.	$ Usually lower out-of-pocket cost to you than urgent care
Retail Walk-In Health Clinic (example: MinuteClinic at CVS)	Often located in stores and pharmacies to provide convenient, low-cost treatment for minor medical problems, such as ear, eye or skin infections; strep throat and bronchitis; and most vaccinations.	$ Usually lower out-of-pocket cost to you than urgent care
Urgent or Immediate Care Provider	When your doctor isn't available and you don't have a true emergency but need immediate care, such as for sprained ankles, fevers and minor cuts and injuries.	$$ Usually lower out-of-pocket cost to you than an ER visit
Emergency Room (ER)	For any life-threatening or disabling condition, such as chest pain or unstoppable bleeding, call 911 or go to the nearest hospital ER.	$$$ Highest out-of-pocket cost to you

[1] For in-network providers. Your costs for out-of-network providers may be significantly higher.

SAVE BIG!

Contact a Benefits Value Advisor.

This Blue Cross Blue Shield resource can help you understand your plan benefits, get estimates on costs for services, find in-network providers and even schedule appointments for you. Call a Benefits Value Advisor at 1.800.325.0320.

Get in-network preventive care and preventive generic medications at no cost to you.

It's one of the best ways to stay on top of your health and catch any health problems early.

Get free advice from a nurse.

With the 24/7 Nurseline, you and your family members enrolled in an ITW medical plan can talk with a registered nurse to ask health questions, understand medications and get advice on next steps for care. Call 1.800.299.0274.

Be prepared to pay more if you go to an out-of-network provider.

All medical plan options use the Medicare reimbursement level when calculating benefit payments for out-of-network care. Since out-of-network providers can bill you for the difference between their charges and the amount covered by the medical plan, there's no cap on how much you would have to pay.

DIGITAL EXERCISE THERAPY

Relieve Joint and Muscle Pain with Hinge Health

Hinge Health is a **personalized digital therapy program** that can help you and your family members reduce back or joint pain, overcome limited mobility or recover from a recent or past injury — all from the comfort of your home.

The program offers personalized help with pain management that combines expert clinical care and motion tracking technology that goes beyond traditional physical therapy. Hinge Health is tailored to your needs and is **available at no cost** to you and your dependents age 18 and older who are enrolled in an ITW medical plan.

THE PROGRAM INCLUDES:

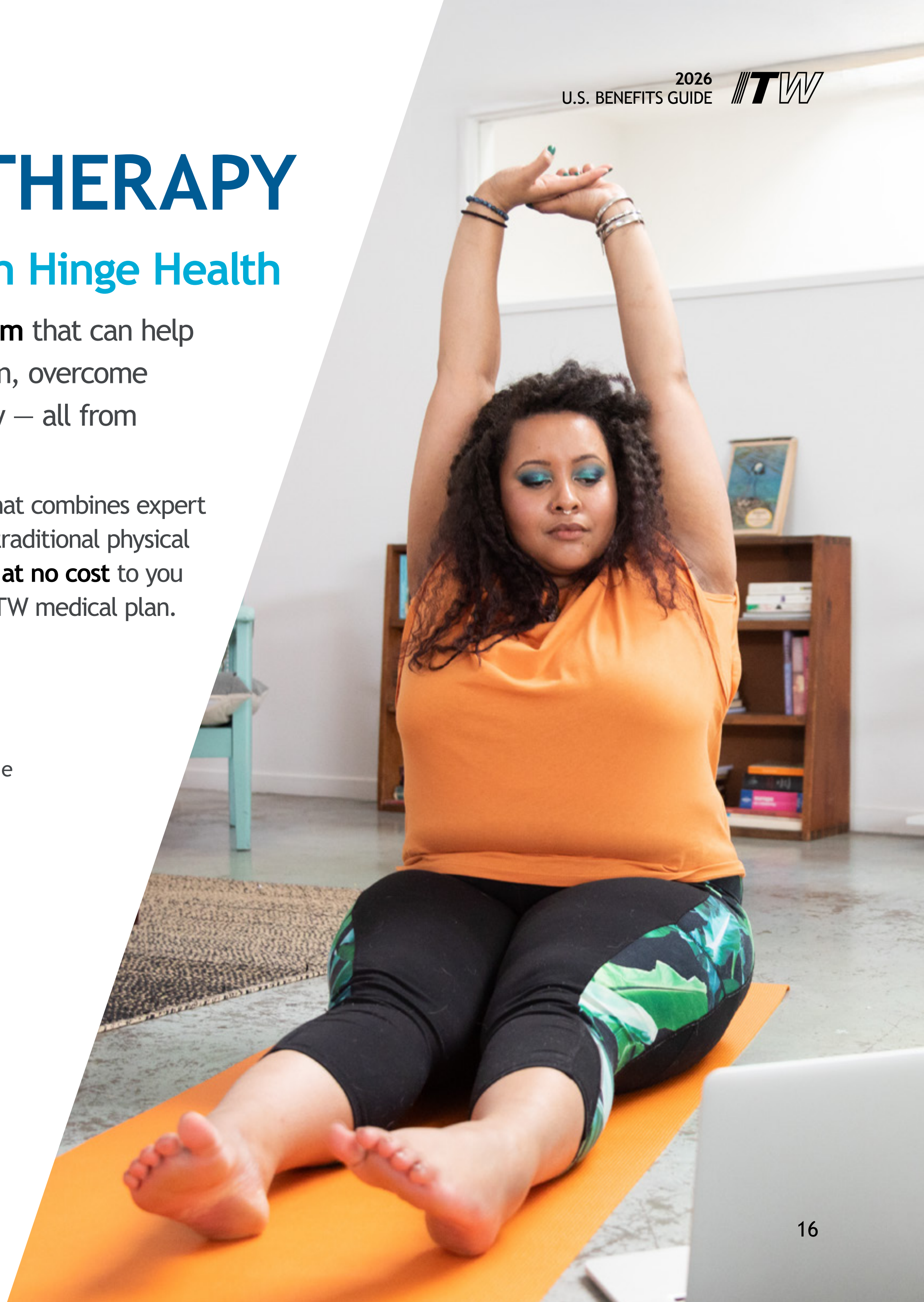
- Unlimited access to personalized exercises and stretches developed by physical therapists
- Convenient exercise sessions you can do anytime, anywhere with the Hinge Health app
- Dedicated one-on-one support from a physical therapist and qualified health coach

You can connect via text, email, phone call or video chat to ask questions, set goals and more.

GET STARTED

To learn more and apply:

- Scan the QR code.
- Visit hinge.health/itw or call 1.855.902.2777.



Prescription Drugs

When you choose an ITW medical plan, you automatically get prescription drug coverage through CVS Caremark.

You can go to a retail pharmacy for your short-term medication needs (such as antibiotics). You can fill long-term or maintenance medications (such as insulin or blood pressure medication) only twice at a retail pharmacy. After that, you'll need to fill them using Maintenance Choice (in person at CVS retail pharmacies) or mail order (through CVS Caremark).

WHAT YOU PAY WHEN YOU FILL A PRESCRIPTION[1]

		Retail (up to a 30-day supply)	**Mail Order** (up to a 90-day supply)/ **Maintenance Choice** (90-day supply)	**Specialty** (up to a 30-day supply)
HealthSaver[2]	Preventive Generic	No cost to you	No cost to you	N/A
	Generic	**20%** after the medical deductible	**20%** after the medical deductible	**20%** after the medical deductible
	Preferred Brand	**20%** after the medical deductible	**20%** after the medical deductible	**20%** after the medical deductible
	Non-Preferred Brand	**20%** after the medical deductible	**20%** after the medical deductible	**20%** after the medical deductible
PPO1 and **PPO2[2]**	Preventive Generic	No cost to you	No cost to you	N/A
	Generic	**$20** copayment (or cost of prescription, if less)	**$40** copayment (or cost of prescription, if less)	**No cost to you** (if enrolled in the PrudentRx Copay Program) or **30%** (if not enrolled in the program)
	Preferred Brand	**25%** (up to **$125**)	**25%** (up to **$300**)	
	Non-Preferred Brand	**40%** (up to **$275**)	**40%** (up to **$600**)	

[1] Long-term medications may be filled twice at a retail pharmacy. After that, it's mandatory to use mail order or Maintenance Choice for long-term medications.

[2] For HealthSaver, the annual prescription drug out-of-pocket maximum is included in the medical out-of-pocket maximum. For PPO1 and PPO2, the annual prescription drug out-of-pocket maximum is $2,500 for an individual and $5,000 for any level of family coverage. All three plans have a fertility prescription medication lifetime maximum of $20,000.

PRESCRIPTION TIPS

Save money with generics.

Generic drugs have the same active ingredients as their brand-name counterparts, but can cost up to 80% less — which means you pay less.

Use the CVS Caremark CoPay Calculator to find costs and look for generic alternatives. To access the calculator, go to ITWemployee.com and go to **Explore U.S. Benefits > Health > Prescription Drugs.**

Follow the Dispense as Written (DAW) rule.

If you fill a brand-name drug when a less expensive generic alternative is available, you'll pay more for your medication (the difference between the cost of the brand name and the generic). However, if you have a medical reason to take a brand-name drug with a generic equivalent, have your doctor contact CVS Caremark for a clinical review.

Avoid costs with the PrudentRx Copay Program.

Are you enrolled in a PPO Plan and taking a specialty drug? You won't pay any costs for your specialty drugs if you enroll in this program (you'll pay 30% if you don't join). CVS Caremark will contact you if your specialty drug qualifies for the program.

Dental

A healthy mouth and a healthy body go together. That's why we offer dental coverage — to help you enjoy the best health possible.

There's a lot to like about the ITW Dental Plan. You get two free in-network preventive visits annually and coverage for other expenses — like fillings and crowns. Coverage also includes braces for children up to age 19. While you can go to any dentist you choose, you can save money when you see a dentist in the MetLife network.

WHAT YOU PAY WHEN YOU NEED CARE

		In[1]- or Out-of-Network[2] Providers
Annual Deductible	Individual	**$50**
	Family	**$100**
Diagnostic and Preventive Care[3] (includes routine exams, cleanings and X-rays)		**No cost to you**
Basic Restorative Care (includes fillings, surgery and root canals)		**20%** after deductible
Major Restorative Services (includes crowns, bridges, implants and dentures)		**50%** after deductible
Orthodontia (children up to their 19th birthday)		**50%** (no deductible)
		The Most the Plan Will Pay
Annual Maximum Benefit		**$1,500** per person
Orthodontia Lifetime Maximum Benefit		**$1,500** per child up to age 19 (separate from annual maximum benefit)

WHAT YOU PAY TO HAVE COVERAGE

2026 Biweekly Payroll Deductions	Employee Only	**$3.82**
	Employee + Spouse/Domestic Partner	**$7.66**
	Employee + Child(ren)	**$7.66**
	Family	**$10.14**

[1] Plan pays benefits based on maximum allowable charge.
[2] Plan pays benefits based on reasonable and customary charges. Out-of-network providers have the right to bill you any amount not paid by the plan (known as balance billing).
[3] Preventive care doesn't count toward the annual maximum benefit.

DENTAL TIPS

Go to a MetLife dentist and save money.

Find one online by logging on to ITWemployee.com (click the **Dental** icon under the **Provider Websites** drop-down) or call **1.800.942.0854**.

Get your free in-network preventive care checkups!

Preventive dental care can help uncover health issues before they become serious. And, preventive care doesn't count toward the annual maximum benefit.

Request a pre-treatment estimate.

If you need some major dental work, be sure to ask your dentist for a pre-treatment estimate to help you budget for the cost.

Vision

With regular vision care, you can help reduce your chances of vision loss and eye disease, detect other health conditions and have a better quality of life.

The ITW Vision Plan, which is separate from the ITW medical plans, offers an extensive network of vision care providers through VSP, an annual vision exam plus coverage for prescription glasses or contact lenses.

WHAT YOU PAY WHEN YOU NEED CARE

		In-Network Providers
Eye Exams[1]		No cost to you
Retinal Screening[1]		$20 copayment
Frames[1] (or use the frame allowance for ready-to-wear, non-prescription blue-light-filtering glasses or non-prescription sunglasses)		Included in $20 prescription glasses copayment Amount over $175 allowance for a wide selection of frames Amount over $225 allowance for featured frame brands Amount over $95 Costco, Sam's and Walmart frame allowance (The frame allowance is lower at these locations due to the already discounted pricing.) 20% savings on the amount over your allowance
Lenses[1] Single vision, lined bifocal and lined trifocal lenses; polycarbonate lenses for dependent children		Included in $20 prescription glasses copayment
Lens Enhancements[1] Tints, scratch-resistant coating, standard progressive lenses		Included in $20 prescription glasses copayment
Contacts[1] (instead of glasses)	Lenses	Amount over $175 allowance
	Lens Exam (fitting and evaluation)	Amount over $40 allowance

WHAT YOU PAY TO HAVE COVERAGE

2026 Biweekly Payroll Deductions	Employee Only	$3.52
	Employee + Spouse/Domestic Partner	$7.02
	Employee + Child(ren)	$7.50
	Family	$11.98

[1] Once per calendar year

VISION TIPS

Go to a provider in the VSP network and save money.

Find one online by logging on to ITWemployee.com (click the **Vision** icon under the **Provider Websites drop-down**) or call 1.800.877.7195.

Decide if the ITW Vision Plan is a good choice for you.

The ITW medical plans cover annual eye exams. But, if you or a family member needs glasses or contact lenses, consider enrolling in the ITW Vision Plan.

Protect your eyes with VSP LightCare.

With VSP LightCare, if you're enrolled in the ITW Vision Plan and you don't need prescription glasses or contacts, you can use the frame allowance for ready-to-wear, non-prescription blue-light-filtering glasses or non-prescription sunglasses (instead of prescription eyewear) — both with blue-light defense baked right into the lenses.

Living Well at ITW

When you and your covered spouse or domestic partner participate in Living Well at ITW programs, you're taking care of your health and saving money.

Living Well at ITW

Take Care of Yourself with Our WELLNESS PROGRAM

Participating in the Living Well at ITW program is easy — and it can benefit you physically, mentally and financially, starting with lower Living Well medical plan premiums.

GATEWAY ACTIVITIES

By completing Gateway Activities, you'll gain valuable insights into your health and learn about programs we offer to support your well-being goals — all while enjoying reduced medical plan premiums.

HEALTHY ACTIONS ACTIVITIES

Our Healthy Actions Activities offer a variety of ways for you to learn about and improve your health — from getting help through online wellness learning sessions to talking to a health coach and participating in activities at your work location.

WELLNESS TIP

ITW offers the WeightWatchers program at a 50% discount to help you lose weight and create healthy habits.

Learn more at weightwatchers.com/us/itw.

EARN INCENTIVES

ITW offers valuable incentives to employees and their covered spouses/domestic partners who complete certain wellness activities. Log on to ITWemployee.com (click the **Wellness** icon under the **Provider Websites drop-down**) for more details for 2026.

LIFE ASSISTANCE PROGRAM

Get Support for All of Life's Challenges

Life is full of ups and downs, but the ITW Life Assistance Program can help. You, your spouse or domestic partner, dependents and members of your household[1] have 24/7/365 access to free confidential support — in person, online, by video or by text — whenever it's needed.

- In-the-Moment Support and Counseling
- Coaching
- Virtual Group Support
- Legal Support
- Financial Expertise
- Identity Theft Consultation
- Convenience Resources

This free, confidential benefit, staffed by licensed clinicians from SupportLinc, offers the support you need anytime. Call **1.866.489.5462** (recommended) or text **SUPPORT** to **51230** for in-the-moment help or information about the program, day or night. You can also go to supportlinc.com/itw (group code: **itwcare**) to schedule phone or video counseling sessions, receive targeted information, and explore articles and toolkits.

Get up to six free in-person or video conference counseling sessions per person per issue each year to help resolve concerns such as stress, anxiety, depression, grief, relationship issues, work-related pressures or substance use — or exchange text messages and voice notes through Textcoach®. You can also receive up to five 30-minute sessions per topic per year with a personal coach to help build resilience and establish new routines.

[1] Includes benefits-eligible employees (whether enrolled in benefits or not) and their spouses or domestic partners and dependent children under the age of 26 (regardless of whether they live in your household or not). This program also includes household members such as roommates or aging parents. For children under the age of 18, a custodial parent or legal guardian should contact the program first to establish the most appropriate plan of action.

GET STARTED

Whether you need help managing a mental health concern, navigating a personal challenge or finding free resources for family, legal or financial matters, SupportLinc is just a call or click away. Go to supportlinc.com/itw or call 1.866.489.5462 to get started.

ON-THE-GO ANSWERS

Get help from the comfort of your home through supportlinc.com/itw and the SupportLinc ("eConnect®") Mobile app (group code: **itwcare**). Schedule a phone conference or video counseling session, watch on-demand trainings, view toolkits, read articles and tip sheets — and more!

Supported.
Your way.

Money

ITW is committed to helping you save money now and for your future, so you're prepared for whatever life sends your way.

LEARN ABOUT:

Accounts

Income Protection

Retirement

Accounts

Everyone appreciates a good deal. When it comes to saving money on health care and dependent care expenses, a Health Savings Account, Health Care Flexible Spending Account and Dependent Care Flexible Spending Account are some of the best deals around because of their tax advantages.

Health Savings Account (HSA)

- **If you enroll in the HealthSaver medical plan**, you can use an HSA to save now and in the future. You and ITW contribute pre-tax dollars to the account, up to IRS limits, to cover medical, dental and vision care costs.
- The money in your account earns interest, and the investment earnings are tax-free too.
- Any unused funds remaining in your account will carry over to the next year and are always yours to keep.

Note: HSA contributions are taxed by California and New Jersey. HSA earnings are taxed by New Hampshire and Tennessee. Withdrawals for non-eligible expenses are subject to a tax penalty.

Health Care Flexible Spending Account (FSA)[1]

- **If you enroll in PPO1 or PPO2 or waive medical coverage**, you can use a Health Care FSA to set aside pre-tax dollars to pay for out-of-pocket health care expenses.
- Any remaining funds won't carry over to the next year, so plan carefully.

Dependent Care Flexible Spending Account (FSA)[1]

- **Anyone can enroll in a Dependent Care FSA** to save money on dependent daycare expenses. You can set aside pre-tax dollars for child and/or elder care.
- Any remaining funds won't carry over to the next year, so plan carefully.

[1] IRS nondiscrimination rules may require adjustment of contributions for certain highly compensated employees based on overall plan participation. Upon the completion of nondiscrimination testing, any necessary adjustments will be communicated and applied automatically thereafter.

COMPARING THE ACCOUNTS

	Health Savings Account (HSA)	Health Care Flexible Spending Account (FSA)	Dependent Care Flexible Spending Account (FSA)
Who contributes to the account and how much?	ITW contributes[1] up to: • $500 for individual coverage or • $1,000 if you cover one or more family members You can also make pre-tax contributions up to: • $3,900 for individual coverage or • $7,750 if you cover one or more family members If you will be age 55 or older in 2026, you can contribute an additional $1,000.	You can save up to $3,400 in pre-tax dollars.	You can save up to $7,500 (or $3,750 if you are married and file a separate tax return). IRS nondiscrimination rules may require adjustment of contributions for certain highly compensated employees based on overall plan participation. Nondiscrimination testing will be completed in the first quarter, with adjustments communicated and applied automatically in April 2026.
When can I change my contributions?	Anytime	During Open Enrollment or within 31 calendar days (including weekends and holidays)[2] of a qualifying life event	During Open Enrollment or within 31 calendar days (including weekends and holidays) of a qualifying life event
What can I use the money for?	Eligible medical, prescription drug, dental and vision expenses, including deductibles, coinsurance and copayments See IRS publication 502 for a list of qualified expenses.	Eligible medical, prescription drug, dental and vision expenses, including deductibles, coinsurance and copayments See IRS publication 502 for a list of qualified expenses.	Eligible daycare expenses necessary for you (and your spouse, if married) to work or go to school full time, such as licensed daycare centers, preschool fees, babysitters (cannot be a dependent you claim on your income taxes or your children under age 19) and day camps (but not overnight camps) See IRS publication 503 for a list of qualified expenses.
Who can I use the money for?	You, your spouse and your tax dependents	You, your spouse and your tax dependents	Your children under age 13 and your mentally or physically disabled dependents of any age
When is the money available?	ITW contributes a lump sum as of your coverage effective date. Your contributions are made in equal installments each pay period. You can only use the funds currently in your account.	Your contributions for the year are available to use as of your coverage effective date. You do not have to wait for the funds to accumulate in your account.	You can only use the funds currently in your account.
When can I incur expenses?	There is no time limit on when you can use the money.	You can incur expenses January 1-December 31 each year. You must submit expenses by March 31 of the following year.	You can incur expenses January 1-December 31 each year. You must submit expenses by March 31 of the following year.
What happens to my account balance at the end of the year?	Use it or save it. Your unused balance will carry over year to year and can grow with interest or be invested.	Use it or lose it. You lose any unused funds, so it is important to plan carefully.	Use it or lose it. You lose any unused funds, so it is important to plan carefully.
What happens if I leave the company?	The money is yours to keep and save for future expenses, even into retirement.	Your contributions will end when you stop working. You can file claims until March 31 of the following year for expenses incurred while you were enrolled.	Your contributions will end when you stop working. You can file claims until March 31 of the following year for expenses incurred while you were enrolled.

[1] If your benefits begin by July 1, 2026, you'll receive the full company contribution. Otherwise, the contribution is prorated by the date your benefits begin. Any midyear changes made to coverage tiers (adding or removing dependents) won't result in adjustments to the company contribution.

[2] The date of the event is considered day one of the 31 days. The last day to make changes is on day 31.

USING THE ACCOUNTS

It's easy to use the accounts.

1 ESTIMATE YOUR EXPENSES FOR THE YEAR.

If you have both health and dependent care expenses, estimate those expenses separately.

2 CHOOSE HOW MUCH TO CONTRIBUTE WHEN YOU ENROLL.

The money is then deducted from your paycheck throughout the year in equal amounts before taxes are calculated.

3 PAY YOUR EXPENSES AND GET REIMBURSED.

It's as easy as filing a claim. You can either pay your expenses and get reimbursed or use your HSA or Health Care FSA debit card at the time payment is incurred. Be sure to keep your itemized receipts to substantiate your claims, as required by the IRS.

COMMUTER BENEFIT

If you rely on public transportation to get to or from work, or if you pay for parking at your commuter station or workplace, the commuter benefit program allows you to use before-tax dollars to pay for eligible transportation expenses. Contribute up to **$340 per month** for eligible public transportation expenses and/or eligible parking expenses.

For a quick start guide and FAQs, log on to ITWemployee.com and click on **Commuter Benefit** under the **My Benefits** drop-down. To register and enroll, call **1.877.924.3967** or visit healthequity.com/wageworks.

ACCOUNT TIPS

Start small if you're not sure.

If you know you're going to have out-of-pocket health care and/or dependent care expenses in 2026, why not contribute a minimal dollar amount to see how it offsets both your expenses and your taxes? And, keep in mind: With the HSA, you can change your contributions anytime. With an FSA, you can only change your contributions during Open Enrollment or within 31 calendar days (including weekends and holidays)[2] of a qualifying life event.

Get a complete list of eligible expenses.

For the HSA and Health Care FSA, see IRS Publication 502. For the Dependent Care FSA, see IRS Publication 503.

Keep your receipts.

You may be asked to submit an itemized receipt to verify that an expense is eligible for reimbursement from your account. This is an IRS requirement. An itemized receipt needs to include the patient's or child's name, provider's name, date of service, cost of service and description of service.

[2] The date of the event is considered day one of the 31 days. The last day to make changes is on day 31.

Income Protection

No one can predict the future, but you can plan for it. That's why ITW offers you income protection benefits.

LIFE AND AD&D INSURANCE

ITW offers Life and Accidental Death & Dismemberment (AD&D) Insurance benefits to you and your family.

HOW THE PLANS WORK

	Life Insurance	AD&D Insurance
Who Is Covered	You and your enrolled dependents	You
What You Have to Do to Have Coverage	**Basic coverage:** Nothing; ITW pays the full cost **Optional coverage:** Enroll when you're eligible	**Basic coverage:** Nothing; ITW pays the full cost **Optional coverage:** Enroll when you're eligible
When It Pays	When someone who is covered dies	When you are seriously injured or die as the result of an accident
How Much It Pays	See page 28	See page 28
Who Benefits Are Paid To	**If you die:** your beneficiary **If a dependent dies:** you	**If you're injured:** you **If you die:** your beneficiary

INCOME PROTECTION TIPS

Use the MetLife Life Insurance Calculator to determine how much life insurance you need to protect your loved ones.

To access the calculator, go to ITWemployee.com > **Explore U.S. Benefits > Income Protection.**

Make sure your Life and AD&D Insurance beneficiary information stays up to date.

That way, your benefits go to the person (or people) you want. See page 28 for details on how to designate a beneficiary or update their information.

Determine if a Statement of Health (SOH) is required if you elect:

- **Optional Life Insurance for yourself.** SOH is required if you elect more than the lesser of 3x your base salary or $500,000 when you first become eligible for the plan. Any increase in coverage after first becoming eligible will also require an SOH.
- **Optional Life insurance for your spouse/domestic partner.** SOH is required if you elect more than $30,000 when your spouse/domestic partner first becomes eligible for the plan. Any increase in coverage after first becoming eligible will also require an SOH.

Note: You or your spouse's/domestic partner's SOH must be approved before the extra coverage takes effect.

DECIDE HOW MUCH LIFE AND AD&D INSURANCE YOU NEED

ITW offers basic coverage to you and your enrolled family members. If you expect you or your family will need additional help covering final expenses and debt if the unexpected happens, then you might want to add to that amount by electing optional coverage.

COVERAGE OPTIONS

	Basic Coverage You Get Automatically (Paid by ITW)	+	Optional Coverage You Can Elect (Paid by You)
Life and AD&D Insurance for You[1]	**2x** base salary (up to $3,000,000 each)		**1x** to **10x** base salary (up to $3,000,000 each)
Dependent Life Insurance	Spouse/domestic partner: **$5,000** Children: **$2,000** for each child[2]		Spouse/domestic partner: **$10,000**, **$20,000**, **$30,000**, **$40,000** or **$50,000** Children: **$5,000**, **$10,000**, **$15,000**, **$20,000** or **$25,000** for each child[2]

[1] Your basic and optional coverage amount will be calculated based on your pay as of September 1, 2025, or your date of hire, if later, and your age as of December 31, 2026. The optional spouse/domestic partner coverage amount is based on the age of your spouse/domestic partner as of December 31, 2026.

[2] Children are eligible through the end of the month in which they turn age 26.

CHOOSE WHO RECEIVES YOUR LIFE INSURANCE BENEFITS

Your beneficiary can be anyone you choose, and you can change your beneficiary at any time. Since you're automatically the beneficiary for any Dependent Life Insurance benefits, there's no need to designate a beneficiary for that coverage.

Here are the steps for naming a life insurance beneficiary:

1. Log on to ITWemployee.com.
2. Click the **Health & Life Elections** icon under the **Provider Websites** drop-down.
3. Choose **Current Benefits**, then scroll to below your personal information and select the **Beneficiaries** tab. Then, click on the **Add/Edit Beneficiaries** button.
4. To add a beneficiary, click on the **Add New Beneficiary** button, complete the required fields and click the **Save Changes** button.
5. To edit a beneficiary, click on the pencil next to their name, update the information and click the **Save Changes** button.

Questions? Call **1.866.416.4931**.

SHORT- AND LONG-TERM DISABILITY

ITW pays the full cost of **Short-Term Disability (STD)** and **Long-Term Disability (LTD)** benefits for you. So, if you are pregnant or have a qualified non-work-related illness or injury, you'll have a source of income while you recover.

ELIGIBILITY

Generally, you are eligible for disability benefits if you are:

- A regular, full-time, non-union ITW employee;
- On the U.S. payroll of a participating business unit; and
- Regularly scheduled to work at least 30 hours per week

Your coverage effective date is the first of the month following or coinciding with your hire date or newly benefits-eligible date.

HOW THE PLANS WORK

	Short-Term Disability	Long-Term Disability
Who Is Covered	You	You
What You Have to Do to Have Coverage	Nothing; ITW pays the full cost	Nothing; ITW pays the full cost
When It Pays	When you become unable to work because of a qualified medical condition or injury and you meet the eligibility requirements	When you can't work due to a qualified medical condition or injury lasting more than six months and you meet the eligibility requirements
How Much It Pays	A percentage of your base salary; log on to ITWemployee.com > **My Benefits** > **Disability & Leaves** for details	**60%** of your base salary ($10,000 maximum monthly benefit)
Who Benefits Are Paid To	You	You

WHAT HAPPENS IF YOU CAN'T WORK

Up to Week 26	After Week 26
• If you have a qualified medical condition or injury, **you'll receive income through your STD benefits.**[1] • **Your medical, dental, vision and life insurance benefits continue** (deductions are taken from your STD payment).	• If you're still disabled, **you may be eligible for LTD benefits.**[1] • LTD benefits will be coordinated with any **workers' compensation or Social Security benefits** that are payable.

[1] Log on to ITWemployee.com, then go to **My Benefits** > **Disability & Leaves** for details.

OTHER TYPES OF LEAVE

You may be eligible for leave protection under the Family Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) or other state and local leave laws if you have a qualifying need. These programs are here to support you during times when you may need to focus on your health, family or other important life events. In most cases, different types of leave will run at the same time ("concurrent leave"), and if multiple programs apply, certain benefits may overlap or be offset to avoid duplication. For more details and how to apply, log on to ITWemployee.com, then choose **My Benefits > Disability & Leaves.**

FILING AN STD CLAIM

You or a trusted family member can initiate your STD claim **as soon as you miss work** for pregnancy or a non-work-related illness or injury that is expected to last more than seven days.

If you have a planned medical absence, such as for childbirth or a scheduled surgery, you may file an STD claim up to 30 days in advance.

To file a claim:

1. Discuss your leave and verify your eligibility with your supervisor and your Human Resources representative.
2. Contact The Hartford (our vendor partner that manages STD claims) at **1.888.883.2730**, Monday through Friday, 8 a.m. to 8 p.m. Eastern time. Please have the following information ready:
   - Your name, address and other key identification information
   - Last date worked (anticipated or actual)
   - Treating doctor(s) information, including their name, address, phone and fax number

Note: If you are filing in advance, remember to contact Hartford when you start your leave.

Retirement

The ITW 401(k) Retirement Plan is rich with features that you can put to work for you.

When you think about your future, where do your dreams take you? No matter what your goals are, it's reassuring to know the ITW 401(k) Retirement Plan can help take you there.

Here are five things to know:

1

JOIN BY ENROLLING

You're eligible to join the ITW 401(k) Retirement Plan on your hire date. If you didn't enroll when you were first eligible, you can enroll at any time after that. And if you enrolled but later stopped contributing, you can reenroll whenever you're ready.

Here's how:

- Log on to ITWemployee.com.
- Click the **401(k) Retirement Plan** icon.
- In the **Account** drop-down menu, click on **Contributions**.

2

CONTRIBUTE THROUGH PAYROLL DEDUCTIONS TO YOUR ACCOUNT

Your Contributions

You can make three types of contributions to your account through payroll deductions, and you can change the amount whenever you want. All contributions are eligible for the ITW match (see "ITW Match" below).

- **Before-tax contributions.** Save from **1%** to **50%** of your pay **before** taxes (up to IRS limits). These contributions are deducted from your pay before taxes are taken out, reducing your taxable income, so you pay less in taxes now. You'll pay taxes on your contributions and any investment gains later when you begin to withdraw the funds.
- **Roth contributions.** Save from **1%** to **50%** of your pay **after** taxes. Your contributions are deducted after taxes are taken from your paycheck. You get tax-free distributions of your contributions and any investment earnings that meet certain criteria.
- **After-tax contributions.** Save from **1%** to **10%** of your pay **after** taxes. These contributions are taxed before being deposited into your account. With after-tax contributions, you pay taxes on your contributions now instead of later when you withdraw the funds during retirement. You get tax-free distributions of your contributions, but you owe taxes on any investment earnings.

Note: Your combined contributions cannot exceed 50% of your pay.

ITW Match

Your savings get an extra boost, thanks to ITW's generous matching contribution. To get the full ITW match, be sure to contribute at least **6%** of your annual eligible pay to your 401(k) account. You're immediately 100% vested in the ITW match, which means the money is yours to prepare for retirement.

Note: ITW's contributions are always before-tax.

Choosing the Contribution Options That Are Right for You

Planning for the future is important, but not everyone wants to do it the same way. The three options allow you to choose the best way to save to meet your needs and financial goals in retirement.

You're going to pay taxes on the money in your 401(k) account. It's just a matter of when. The goal is to pay those taxes when you get the biggest tax advantage. With the three options, you can choose the contribution type — or a combination of contribution types — that's best for your situation.

No one can predict with certainty what tax rates will be in the future. However, if you're just beginning your career, you may be taxed at a lower rate now than you will be later when you earn more. If you're in your peak earning years, your tax rate is more likely to be lower in retirement than it is now. And other issues can factor in — for instance, you may believe that tax rates will increase in the future.

ITW Retirement Contribution

If you joined ITW on or after January 1, 2007, you may be eligible for the ITW Retirement Contribution benefit. Here's how it works:

- ITW automatically contributes an amount each pay period based on your age and years of service.
- The contributions range from **3%** to **6%** of your pay, and they're generally doubled when your pay exceeds the Social Security Wage Base in a calendar year.
- You become **100%** vested in this benefit after completing three years of service.
- Even if you don't contribute, ITW will still make this contribution to your retirement account.
- If you choose to save in the plan, the ITW Retirement Contribution is awarded in addition to the ITW match.

For details, log on to ITWemployee.com, click the **401(k) Retirement Plan** icon and go to **Account** > **Plan Forms** > **Summary Plan Description**.

3

CHOOSE HOW TO INVEST YOUR MONEY

You have two investment approaches available to you:

We Build It

Take this investment approach if you don't have the time or don't want to worry about regularly monitoring your portfolio. Simply select the Target Retirement Fund with the year closest to when you plan to retire. Then, a professional investment manager directs the investment mix for you to meet your savings time horizon.

You Build It

If you have the time, feel confident making investment decisions and can regularly monitor your portfolio, then consider this approach. With You Build It, you choose your own mix of funds from all of the investment funds available in the Plan, including the Core Investment Funds and the Target Retirement Funds. In addition, if you want to invest in the ITW Common Stock Fund, you can choose to do that too.

Before you choose an investment approach, log on to ITWemployee.com and click the **401(k) Retirement Plan** icon to learn more about your investment choices and to read the individual fund fact sheets.

4

DESIGNATE YOUR BENEFICIARY — JUST IN CASE

A beneficiary is the person (or people) who will receive your funds when you pass away. If you're married, your spouse is automatically your beneficiary. To choose a different beneficiary, you'll need your spouse's written consent. If you aren't married and you don't elect a beneficiary, the funds will be paid to your estate.

Here's how to designate your 401(k) beneficiary:

- Log on to ITWemployee.com.
- Click the **401(k) Retirement Plan** icon.
- Then, click on **Account**, then **Beneficiaries** under **Account Overview** and follow the screen prompts to make your beneficiary designation(s).

Note: If your marital status is incorrect, please contact your HR Representative.

Questions? Call the ITW 401(k) Service Center at **1.800.211.8758**. Participant Service Representatives are available Monday through Friday from 7 a.m. to 9 p.m. Central time, excluding stock market holidays, and Saturday from 8:00 a.m. to 4:30 p.m. Central time.

5

TAP INTO YOUR SAVINGS WHEN IT'S TIME

Once you begin participating in the ITW 401(k) Retirement Plan, it's a good idea to leave your retirement savings in your 401(k) account so it can keep growing for your future. In general, you can receive the money in your account when you:

- Retire
- Leave the company
- Become disabled

RETIREMENT TIPS

Give your savings rate an automatic boost over time.

The Contribution Rate Escalator feature makes it easy to do. When you enroll, simply select when and how often you want the increases to happen (such as annual increases each January 1). Then, set your target maximum contribution percentage. Want to add this feature later? Just follow the steps for how to enroll on page 31.

Catch up on your savings if you're age 50 or older in 2026.

You can save an extra amount either pre-tax, Roth or a combination of the two — called "catch-up contributions." For 2026, the catch-up contribution limit is $8,000.[1] This is in addition to the $24,500 IRS 401(k) plan before-tax contribution limit for 2026.[1] So employees age 50 or over could save up to $32,500 in the 401(k) Retirement Plan before taxes in 2026.[1] To add a catch-up election, log on to ITWemployee.com and click the **401(k) Retirement Plan** icon. Then, click on **Account**, then **Contributions** and scroll down to **Catch-up**. Then select **Add/Edit** to enter your per-pay-period dollar amount catch-up election. This contribution is not matched by ITW, so make sure you're contributing at least **6%** of your annual eligible pay to receive the maximum ITW matching contribution.

Make sure your retirement beneficiary information stays up to date.

That way, your benefits go to the person (or people) you want.

[1] Projected amounts for 2026

The Health Savings Account (HSA): Another Way to Save

If you enroll in the HealthSaver Plan for medical coverage, you'll have an HSA you can use for health care expenses now or save for later. The HSA and ITW 401(k) Retirement Plan offer distinct advantages while working together to maximize your savings potential for retirement. The HSA gives you a way to save for health care costs today and in retirement, while the ITW 401(k) Retirement Plan provides a way to save for a paycheck in retirement.

When considering how much to save in each, remember that you need to contribute 6% to the ITW 401(k) Retirement Plan to get the full ITW matching contribution.

SAVING FOR RETIREMENT: 401(K) OR HSA?

If you enroll in the HealthSaver medical plan, you can open a Health Savings Account (HSA), which gives you a way to save pre-tax money for eligible health care expenses to use now or save for later. Plus, the ITW 401(k) Retirement Plan offers you three ways to save for income when you retire. So, how do you know which savings option is right for you?[1]

Here are three rules of thumb to consider:

FIRST

Make sure you're getting the full company matching contribution to the ITW 401(k) Retirement Plan.

When you contribute at least **6%** of your annual eligible pay to the ITW 401(k) Retirement Plan, you'll receive the full ITW matching contribution. So, make sure you're contributing enough to be rewarded with the full match.

THEN

Contribute to your HSA up to the IRS maximum.

For 2026, you and ITW together can contribute up to **$4,400** for individual coverage or **$8,750** if you cover one or more family members. If you'll be age 55 or older in 2026, you can contribute an additional **$1,000**.

Once you have **$1,000** in your account, you can invest everything over that amount and get tax-free earnings on invested funds.

Keep in mind: The HSA is the **only** retirement account that is completely tax-free when used for eligible health care expenses. (Note: HSA contributions are taxed by California and New Jersey. HSA earnings are taxed by New Hampshire and Tennessee.)

NEXT

Contribute to the ITW 401(k) Retirement Plan up to the IRS limit.

You have three ways to save in the 401(k) — with before-tax, Roth and after-tax contributions. See pages 32 and 34 for contribution options and IRS limits. You may want to consider:

- **Before-tax contributions** if you think your current tax rate is higher than it will be in the future
- **Roth contributions** if you think your future tax rate will be higher than it is now
- **A combination of before-tax and Roth contributions** if you're not sure whether your future tax rate will be higher or lower than your current tax rate or you think your current and future tax rates will be similar
- **After-tax contributions** if you want to save more than the IRS limit for before-tax and Roth contributions

With Roth, you should also consider when you plan to retire. The longer you have until you retire, the more time you have to save and to allow your investment earnings to grow tax-free.

[1] This information is not intended to provide you with personal tax or financial planning advice. Be sure to talk with a qualified financial advisor and/or tax specialist about your retirement strategy.

Extras

In addition to our top-rated health care coverage, income protection and retirement benefits, we also offer programs that help you give back to your community, further your child's education and even make a meaningful difference in your child's life.

LEARN ABOUT:

Giving Back

Have Your Support Go Further

It feels good to help others. It feels even better to know your charitable giving and volunteer efforts can go further through the support of the ITW Hearts Giving Hope programs and the United Way campaign:

ITW GIFT AND VOLUNTEER MATCH PROGRAM

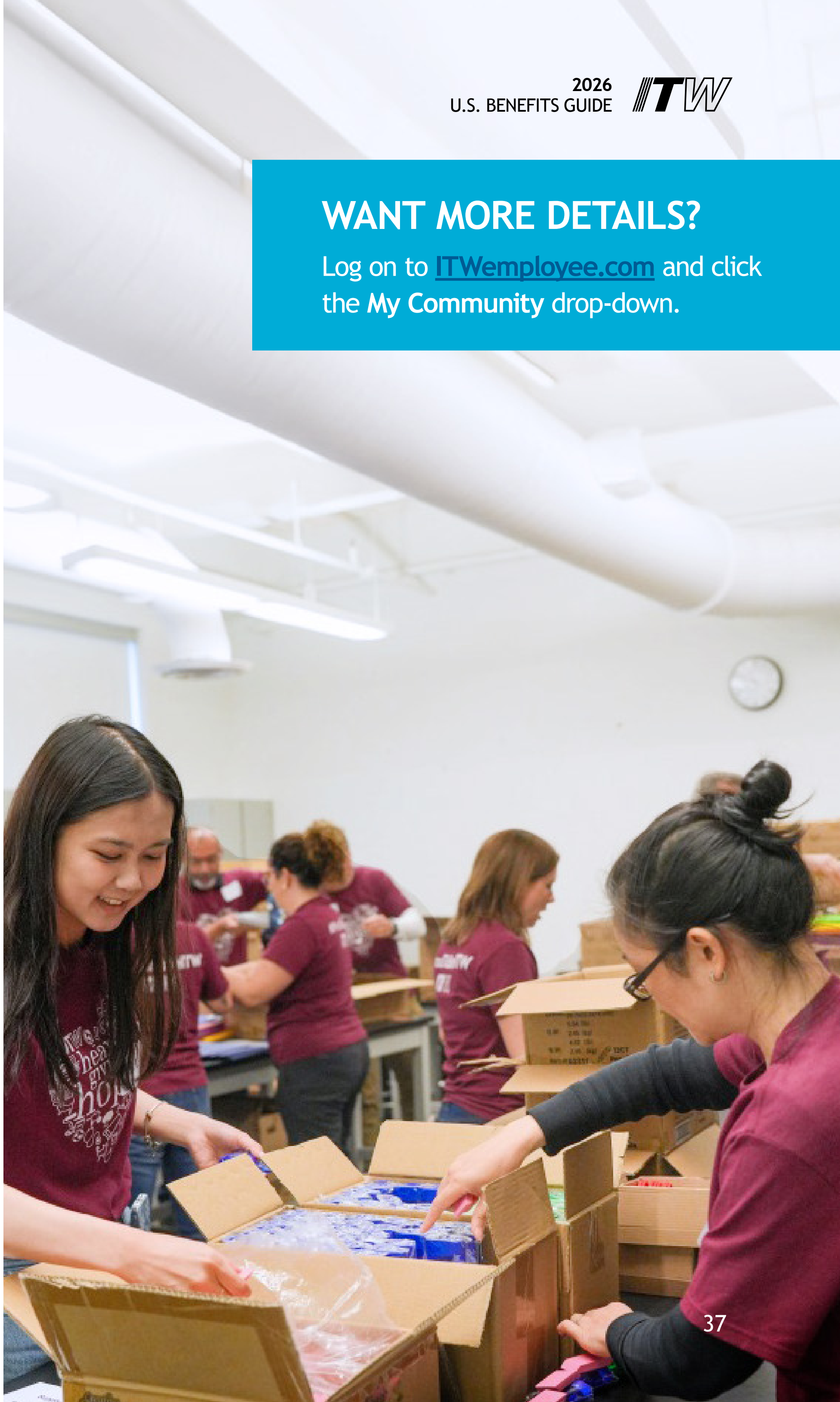
Contribute at least $25 to a qualifying not-for-profit 501(c)(3) organization of your choice and **ITW will triple-match your gift** up to $5,000 per calendar year. In other words, if you contribute $100, your donation will grow to a combined total of $400.

Volunteer at a qualifying not-for-profit 501(c)(3) organization of your choice and **ITW will donate $15 for every hour of service** — up to 100 hours each year. For example, volunteer 20 hours of your time and ITW will donate $300 to the organization.

UNITED WAY EMPLOYEE GIVING CAMPAIGN

ITW partners with United Way to give back to communities where we live and work. Each year, our United Way campaign helps raise money for education, health and financial literacy. During this campaign, **ITW matches 100% of the contributions** you make to United Way when you donate **$52 or more**.

Give back
Your way.



WANT MORE DETAILS?

Log on to ITWemployee.com and click the **My Community** drop-down.

Scholarship Program

Empowering Futures

ITW proudly supports the educational goals of you and your family — reflecting our commitment to education.

Each year, the ITW Scholarship program awards $3,500 scholarships for undergraduate study (per year up to four years) to the children and legal dependents of eligible active full-time ITW employees:[1]

CALMER L. JOHNSON/JOHN W. LESLIE ITW SCHOLARSHIPS

This scholarship, which opens in late August, honors academic excellence and leadership. Applicants must take the PSAT/NMSQT during junior year of high school.

ITW SCHOLARSHIP — AMERICA SCHOLARSHIPS

This scholarship, which opens in early January, is available to students who are high school seniors, high school graduates or undergraduates who are currently enrolled or planning to enroll in an accredited academic, technical or vocational program.

[1] Must be an active full-time ITW employee based in the U.S.

WANT MORE DETAILS?

Log on to ITWemployee.com and click the **My Community** drop-down.

Growing Your Family

Having a Baby or Adopting a Child?

Here are several ways we can help:

PARENTAL LEAVE

ITW offers up to four weeks of paid Parental Leave for U.S. full-time, regular, non-union employees.

Log on to ITWemployee.com and click on **Disability & Leaves** under **My Benefits** > **Health and Life** for more information.

ADOPTION

ITW will reimburse your adoption costs, up to $5,000 per child ($6,000 for a special needs adoption).

Log on to ITWemployee.com and click on **Health and Life Overview** under the **My Benefits** drop-down for more information.

FERTILITY AND SURROGACY BENEFITS

Our ITW medical plans offer fertility benefits, including diagnosis, treatment and prescription medications, and surrogacy benefits. For more information, contact a Blue Cross Blue Shield Benefits Value Advisor at **1.800.325.0320**.

BENEFITS ENROLLMENT REMINDER

You must add a new dependent to your benefits within 31 calendar days (including weekends and holidays) of the qualifying life event, such as birth or adoption. The date of the birth or adoption is considered day one of the 31 days, and the last day to make changes is on day 31. A Social Security number is not required to enroll your newborn. If you miss the 31-day window, you'll have to **wait until the next qualifying life event or annual Open Enrollment period** to make benefit changes.

To enroll your newborn or minor child in ITW benefits, call 1.866.416.4931 or log on to ITWemployee.com and click on **My Benefits > I Want to Add a Dependent to My Benefits.**

Resources

We have resources to help you learn more about the details of your benefits.

KNOW:

How to Use ITWemployee.com

Who to Contact

How to Use ITWemployee.com

What could be better than having personalized information about your pay, benefits and more right at your fingertips? Just log on to ITWemployee.com.

It's available 24/7 from work or home.

NEED TO REGISTER?

Type ITWemployee.com in your internet browser.

Under the **Log on to ITWemployee.com** button, select the **Register (first-time users)** link and the system will guide you through a short registration process.

You'll need your seven-digit Employee ID (found on your paycheck stub), the first five digits of your Social Security number, your birth month, your birth day and your home ZIP code.

ALREADY REGISTERED?

Log on with the username and password you created. If you have forgotten your username or password, click on the **Forgot Username** or **Forgot Password** link.

NEED REGISTRATION HELP?

Email servicedesk@itw.com or call **1.224.661.7123**.

BENEFIT QUESTIONS?

Contact the ITW Employee Service Center at **1.866.489.2468**.

INFORMATION FOR YOU AND YOUR FAMILY

You and your family can visit the **Explore U.S. Benefits** section (no login or password required) to:

- **Watch a video** comparing your medical plan options.
- **Explore the Health section** to learn about your medical, dental and vision plan choices, as well as your health account options and wellness resources.
- **Visit the Life Assistance Program page to learn about** how you and members in your household can get help with challenges related to family, life and work.
- **Review the Income Protection page** to learn about your Optional Life and AD&D Insurance choices.
- **Read the Savings section** to review 401(k) benefits and accounts information.
- **Refer to the Resources section** for Summaries of Benefits and Coverage (SBCs), important legal notices, FAQs and contacts details.

Who to Contact

With Benefit Questions

About	Contact	Phone	Website
Health & Life Enrollment	ITW Benefits Service Center	1.866.416.4931	compass.empyreanbenefits.com/itw
Medical Plans	Medical Benefits (Blue Cross Blue Shield)	1.800.325.0320	bcbsil.com/itw
	Prescription Drug Benefits (CVS Caremark)	1.888.437.4926	caremark.com
	Telehealth Service (MDLIVE)	1.888.676.4204	mdlive.com
	24/7 Nurseline	1.800.299.0274	
	Hinge Health	1.855.902.2777	hinge.health/itw
Dental Plan	MetLife	1.800.942.0854	metlife.com/mybenefits
Vision Plan	VSP	1.800.877.7195	vsp.com
Living Well at ITW	Wellness (WebMD)	1.866.543.2053	webmdhealth.com/ITW
	Life Assistance Program (SupportLinc)	1.866.489.5462	supportlinc.com/itw (group code: itwcare)
Health Savings Account (HSA)	HSA Bank	1.866.471.5929	hsabank.com
Flexible Spending Accounts (FSAs)	ITW Benefits Service Center	1.866.416.4931	compass.empyreanbenefits.com/itw
Commuter Benefit	HealthEquity	1.877.924.3967	healthequity.com/wageworks
Disability	The Hartford	1.888.883.2730	thehartford.com/mybenefits
Retirement Plans	401(k) Retirement Plan	1.800.211.8758	itw.empower-retirement.com
	Retirement Accumulation Plan	1.800.641.3321	itwretirementprograms.ehr.com
Gift & Volunteer Match Program	ITW Gift & Volunteer Matching Program	1.866.751.6031	

For Your GENERAL BENEFITS Information Needs

ITW Employee Service Center

1.866.489.2468

To Access and Manage PERSONAL BENEFITS Information

Log on to ITWemployee.com. Look for benefit program icons under the **Provider Websites** drop-down for quick access to provider websites.

BENEFITS
for life your way.

This guide is a Summary of Material Modifications (SMM) that updates the Summary Plan Description (SPD) for the ITW Health and Welfare Benefits Program. Keep it with your SPD for the most current information about your benefits. This guide is based on plan documents, contracts and laws in effect at the time of publication and may be changed from time to time as deemed necessary. If information in this guide conflicts with the provisions of the benefit plans, the terms of the actual benefit plan documents will govern in all cases. In addition, the plans described in this guide are subject to change without notice. While ITW's intent is to maintain the plans, continuation of benefits is at the company's discretion.

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