CHOOSE

YOUR 2026 BENEFITS

2026 Open Enrollment
November 3-17

ITW BENEFITS
for life your way.

Supporting Your Needs

Our people are the powerful force behind our success. That's why we're committed to offering comprehensive and inclusive benefits that support you physically, mentally and financially. Each year, we review our benefits to make sure they are competitive and affordable — and we provide choices so you can decide what's best for you.

Even though our benefits will generally remain the same for 2026, we encourage you to take a fresh look at what we offer. Think about your needs, and use the tools and resources we provide to **make sure you have the right benefits** for life your way in 2026.

Open Enrollment is the time to get the coverage you and your family need for 2026, so be sure to make your benefit selections by **November 17**.

Review 2026 Changes

These changes will take effect on January 1, 2026.

Health Care Cost Increases

The cost of health care continues to rise nationwide. As a result, you'll see:

- **Payroll deduction increases for the ITW medical plan options,** including moderate increases for the **HealthSaver** and **PPO2** plans. The **PPO1** plan will have more significant payroll deduction increases because of its higher level of benefits and utilization. But there's good news — regardless of the plan you choose, ITW will still pay most of the cost and offer lower Living Well at ITW medical premiums to help you save.
- **Modest payroll deduction increases for the ITW Dental Plan.**

> **TIP: Choosing the right medical plan can have a big impact on your physical and financial health.** As you consider your options for 2026, think about how often you receive care during the year, what you pay when you use care (i.e., your deductible, coinsurance and copayments), plus your payroll deductions. The Medical Plan Selection Tool looks at all of this and helps you choose a plan that offers the most value! See the Decision Tools section on the next panel.

Higher Tax-Advantaged Account Contribution Maximums

- The maximum amount you and ITW can contribute to a **Health Savings Account (HSA)**, as determined by the IRS, will increase for 2026 to **$4,400** for individual coverage and **$8,750** if you cover one or more family members. Those age 55 or older may continue to contribute an additional $1,000.
- The maximum amount you can contribute to a **Health Care Flexible Spending Account (FSA)** is projected to increase to **$3,400**.
- For the **Dependent Care Flexible Spending Account (FSA)**, the maximum amount you can contribute is also increasing for 2026 — to **$7,500** per household (if you're single or married and file taxes jointly) and **$3,750** (if you're married and file taxes separately).

Managing Health Care Costs Is a Shared Responsibility

ITW is committed to keeping health care coverage as affordable as possible, and we continue to cover most of the costs of providing benefits.

In turn, you can use ITW tools and resources to choose the benefits that best meet your needs and help you maintain a healthy lifestyle.

Make Your Choices

Take advantage of these tools and resources to choose the benefits that are best for you.

ITWemployee.com

Everything you need to know about your benefits is available 24/7 at **ITWemployee.com**. You and your family can visit the **Explore U.S. Benefits** section (no login or password required) to learn all about your ITW benefits, and review the Summaries of Benefits and Coverage (SBCs) and important legal notices.

Decision Tools

Choosing the right benefits is easier when you use these decision-support tools.

- **Medical Plan Selection Tool:** Get help choosing the medical plan that's right for you in 2026. As you enroll, you can use this tool to consider your individual health data and current needs, and help estimate what your out-of-pocket costs will be, so you can pick the best coverage. (This tool will be available November 3-17 as you make your benefit selections.)
- **Benefits Value Advisor:** Contact an advisor at Blue Cross Blue Shield for help understanding your medical plan benefits, getting estimates on costs for services and finding in-network providers. Call **1.800.325.0320** or go to **bcbsil.com/itw**.
- **CVS Caremark CoPay Calculator:** Check out the cost of your medications and find out if generic alternatives are available. To access the calculator, go to **ITWemployee.com > Explore U.S. Benefits > Health > Prescription Drugs**.
- **MetLife Life Insurance Calculator:** Answer a few simple questions for help determining how much coverage you need to protect your loved ones. Go to **ITWemployee.com > Explore U.S. Benefits > Income Protection**.

Take Care of Your Future Financial Health

You don't have to make any elections for the ITW 401(k) Plan during Open Enrollment, but why not take a few minutes to review your current 401(k) contribution and investments? Remember: When you contribute up to a total of 6% of your annual eligible pay, you take advantage of ITW's full matching contribution.

To help you save as much as you can, we'll **automatically increase your contributions** in January if you're saving less than 10% — unless you opt out. Here's how it works:

- **If you contribute less than 6%**, you'll be moved to a 6% contribution rate. That way, you'll get the full company match!
- **If you contribute 6% or more but less than 10%**, your contributions will increase by 1%.

Remember that you can change your contribution rate at any time throughout the year.

Enroll November 3-17

Take action if you want to change your benefits, enroll in a Health Care or Dependent Care FSA, contribute to an HSA or change your dependents for 2026.

How to Enroll

1. **Log on to ITWemployee.com.** Use your seven-digit Employee ID (found on your paycheck stub) and password.

First-Time User?
Select **Register** and follow the prompts. You'll need your Employee ID, the first five digits of your Social Security number, your birth month and birth day, and your home ZIP Code.

2. **Click the Open Enrollment banner** or the Health & Life Elections icon under the Provider Websites drop-down.
3. **Follow the steps** to review and enroll in 2026 benefits.

Need help? Call **1.866.416.4931** to enroll Monday through Friday, 7 a.m. to 7 p.m. Central time.

Planning on a change in 2026? Don't miss the 31-calendar-day deadline! After Open Enrollment, you can only change your benefits within 31 calendar days of a qualifying life event, such as marriage, birth/adoption, death, loss of other coverage, legal separation, divorce or change in employment status. The date of the event is considered day one of the 31 days, and the last day to make changes is on day 31. **If you miss the 31-day deadline, you'll have to wait until your next qualifying life event or Open Enrollment period.**

If You Don't Enroll

Your 2025 benefit selections will continue — except any HSA and/or FSA contributions.

If you want to participate in one of these accounts in 2026, you need to enroll during Open Enrollment. Once enrolled, you can change your HSA contributions any time. You can only change your FSA elections if you have a qualifying life event.

Find Legal Notices Online

The following important legal notices can be found at **ITWemployee.com > Explore U.S. Benefits > Resources > Legal Documents.**

- **Summaries of Benefits and Coverage (SBCs)** summarize the key details of your medical plan options in an easy-to-understand way.
- **HIPAA Special Enrollment Rights** explains your rights to enroll later if you are declining medical coverage because you have other coverage.
- **Women's Health and Cancer Rights Act** summarizes the benefits available under your medical plan if you have had or are going to have a mastectomy.
- **Notice of Privacy Practices** explains how your health care plans protect your personal medical information.
- **Medicare Prescription Drug Notice** explains the prescription drug alternatives when a participant becomes eligible for Medicare.
- **COBRA Rights Notice** explains when you and your family may be able to temporarily continue coverage under the ITW health plans if coverage would otherwise end for you.
- **CHIP Notice** explains how employees who need help paying their health insurance premiums may get help through state Medicaid or CHIP programs.
- **Surprise Billing Notice** explains your rights and protections against surprise medical bills when you get emergency care or are treated by an out-of-network provider at an in-network hospital or ambulatory surgical center.