

2026 EMPLOYEE BENEFITS GUIDE

GRAFTech International

OPEN ENROLLMENT

NOVEMBER 10th – NOVEMBER 24th



Dear GrafTech Team Members:

GrafTech International is pleased to offer a comprehensive benefits package that provides quality plans and programs for you and your family. We remain committed to providing you with the best plan options and tools to optimize your health, wellness and financial security.

Open enrollment for your 2026 benefit elections will take place from November 10 through November 24, 2025. The choices you make during this time will take effect on January 1, 2026, and remain in place for the entire calendar year. You must elect or waive benefits through ADP during open enrollment. Your current benefit elections will rollover to the new year with few exceptions. You will have to actively make your contribution amount elections for Flexible Spending Accounts and Health Savings Accounts during open enrollment.

To ensure you are selecting the best benefit options for you and your family, please spend some time reviewing the plan information in this guide, including the costs and coverage levels. You will also find information on additional benefits and programs such as the retirement plan, employee discounts, Health Advocate services and time away from work.

We look forward to a successful open enrollment campaign. Comprehensive information on our plans and partners are available online at www.mygraftechbenefits.com.

Please contact your local HR Team or email kristen.alexa-kneisel@graftech.com if you have questions or need assistance with the enrollment process.

Sincerely,

Kristen Alexa-Kneisel
Manager, Benefits and Administration

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Updates for 2026

We have several updates for you this year.

Wellness Incentives

GrafTech International will continue to provide wellness incentives for your 2026 participation in the annual preventive care & health coaching which could earn you up to $700 in incentives. **Remember to redeem your *PeopleOne Health* 2025 tokens by 12/12/2025.** The Preventive Care incentive will continue at $400 for the 2026 wellness program which will be paid in 2026. We will switch wellness platforms to track progress toward incentive awards earned in 2026 and/or paid in 2026/2027. Look out for more information in the new year! **Remember to take the incentives into account when setting up HSA contributions.**

Benefit Site Refresh

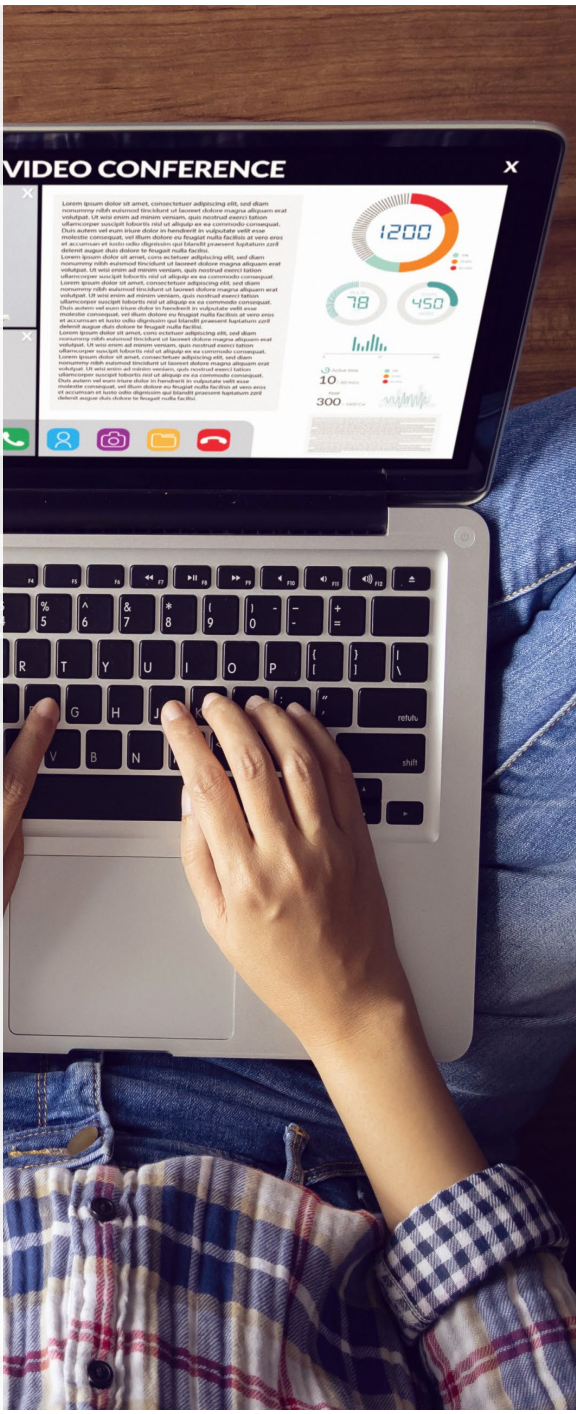
GrafTech International updated the site that holds all of your benefit information and additional content. The site can be accessed under https://mygraftechbenefits.com/. You may continue to visit this site to keep up with all your coverage needs.

Plan Rates

We will have an increase to the Consumer Plan with the HSA. There is an increase to the HSA deductible due to IRS limit increases. There is an increase to the PPO deductible and out-of-pocket maximum.

Passive Enrollment

Current benefit elections will rollover to the new year with a few exceptions. You will have to actively make your contribution amount elections for Flexible Spending Accounts and Health Savings Accounts during Open Enrollment.



Anthem Enhancements Continue in 2026

- Anthem will move to digital cards in 2026.
- Physicals / Preventive Care visits can occur anytime during the calendar year no matter when it was performed the previous year.
- Increase to deductible due to IRS limit increases – Embedded HSAs: Deductible increased to $3,400 Single/$6,800 Family.
- Cognitive Rehab Therapy: Anthem is now separating the cognitive rehab therapy from Speech Therapy. For 2026, the benefit will pay the same as the speech therapy benefit; subject to place of service but will not apply limits.
- Air Ambulance: Non-emergency non-network ambulance services are limited to an Anthem maximum payment of $50,000 per trip on ground or water ambulance. The $50,000 limit no longer applies to air ambulance services.



Anthem

Website: www.anthem.com
Mobile App: Sydney Health

Medical Plans at a Glance

2026 Plan Options:

Preferred Provider Organization Plan (PPO)

Designed for those who prefer the predictability of set payments for doctor appointments and other medical services.

Services	In-Network	Out-of-Network
Deductible	$1,500 individual / $4,500 family	$2,500 individual / $7,500 family
Annual Out-of-Pocket Maximum	$5,000 individual / $10,000 family	$6,000 individual / $12,000 family
Coinsurance	20% after Deductible	40% after Deductible
Doctor Services/ Specialist Visits	20% Coinsurance	40% Coinsurance
Preventive Care	$0 Copay	40% Coinsurance
Inpatient Visit	20% Coinsurance	40% Coinsurance
Outpatient Services	20% Coinsurance	40% Coinsurance
Emergency Room	20% Coinsurance	20% Coinsurance
Urgent Care	20% Coinsurance	40% Coinsurance
Rx Retail		
Tier 1,2,3	20%/ 35%/ 50% Coinsurance	N/A
Rx Mail Order		
Tier 1,2,3	20%/ 35%/ 50% Coinsurance	N/A

Rx Coinsurance applies to the separate out of pocket Rx max: $5,000 / $10,000 (Single / Family)

Medical Monthly Rates	Employee Only	Employee + 1	Employee + 2 or more
No Incentive	$188	$437	$619
Preventive Care	$154.67	$403.67	$585.67

The rates above show one rate for employees who do not complete the Preventive Care incentive and a reduced rate with the incentive.
Health coaching is paid through payroll on Dec 15 in form of cash, preventive care is a premium deduction for the following year.

Anthem

Website: www.anthem.com
Mobile App: Anthem Anywhere & Sydney Health App

Medical Plans Coverage Comparison

2026 Plan Options:

Consumer Driven Health Plan (CDHP)

Allows you to minimize the premium you pay from your paycheck while saving for the future with pre-tax contributions to a Health Savings Account.

Services	In-Network	Out-of-Network
Deductible	$3,400 individual / $6,800 family	$6,800 individual / $12,000 family
Annual Out-of-Pocket Maximum	$6,800 individual / $12,000 family	$12,000 individual / $24,000 family
Coinsurance	20% after Deductible	40% after Deductible
Doctor Services/ Specialist Visit	20% Coinsurance	40% Coinsurance
Preventive Care	$0 Copay	40% Coinsurance
Inpatient Visit	20% Coinsurance	40% Coinsurance
Outpatient Services	20% Coinsurance	40% Coinsurance
Emergency Room	20% Coinsurance	20% Coinsurance
Urgent Care	20% Coinsurance	40% Coinsurance
Rx Retail		
Tier 1,2,3	20%/ 35%/ 50% Coinsurance	N/A
Rx Mail Order		
Tier 1,2,3	20%/ 35%/ 50% Coinsurance	N/A

Medical Monthly Rate	Employee Only	Employee + 1	Employee + 2 or more
All Employees	$99	$223	$313

Health Savings Account (HSA)



What is an HSA?

Health Savings Accounts (HSA) are a tax-advantaged medical savings account available to those who enroll in the Consumer Driven Health Plan (CDHP). The funds you invest are not subject to most taxes. The growth of the invested amount is not taxed and when the funds are distributed, no tax penalties are incurred when applied to qualifying expenses. The funds you contribute to your HSA are yours to keep and can be used not only for medical expenses, but for retirement expenses as well.

Great Benefits For You

Convenience - Paying for expenses from your HSA is as easy as using a debit card.

Choice - Pay for qualified expenses from your HSA or save your HSA money and pay out-of-pocket.

Control - You decide how the money is spent, and you have the freedom to keep it if you change jobs or retire.

Triple-Tax Savings

Tax-Free Deposits - Even if you don't itemize deductions, you don't pay federal income tax on contributions.

Tax-Free Savings - You keep any money you don't spend and it grows tax-free. No use-it-or-lose-it.

Tax-Free Withdraws - There's never tax on withdraws to pay for qualified expenses.

Contribution Limits	2026
Single	$4,400
Family	$8,750
Catch-up (55+)	$1,000

hsabank
A Division of Webster Bank, N.A., Member FDIC

Website: www.account.hsabank.com

Annual HSA Contributions (Deposited Quarterly)	Guaranteed Employer Contribution	Health Coaching Incentive	*Preventive Care Incentive
Employee Only	$500	$300	$400
Employee + 1	$1,000	$300	$400
Employee + 2 or more	$1,000	$300	$400

For preventive care visits completed and uploaded to PeopleOne by 12/1/25 a total of $100 per quarter ($400) will be paid in **2026.*

HSA – Employer contribution and Preventive Care visits are paid quarterly, while health coaching is paid on or around December 15th into HSA accounts

Must have an active HSA Bank account open by the 1st pay in January to receive HSA contributions.

Health Savings Account (HSA)



Who is eligible for an HSA?

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To be eligible to make pre-tax contributions to a Health Savings Account, individuals must:

- Be covered under an HDHP on the first day of the month that the account is established and the first day of month in which deposits are made
- Not also be covered under any other health plan that is not an HDHP
- **Not be entitled to benefits under Medicare**
- Not be claimed as a dependent on another person's tax return

Don't have too many expenses today or not sure what HSA savings target to set for this year?

Here are a few safety net savings strategies:

What you spent last year, plus extra to save	If you have costs, contribute what you spent last year plus more to begin a carryover balance
Upcoming medical costs	Save enough to cover upcoming healthcare costs like a procedure or pregnancy
Your health plan's deductible	Set a goal to save enough in your HSA to cover your annual deductible
The IRS Maximum	Maximize your savings by contributing the IRS maximum annually

Sign up for a Health Savings Account through HSA Bank! HSA Bank - Individual Online Enrollment - Landing Page

Click to learn more about how to **invest your HSA funds**!

***Must have an active HSA Bank account open by the 1st pay in January to receive HSA contributions.*

Flexible Spending Account (FSA)



What is an FSA?

Flexible Spending Accounts (FSA) provide you with an important tax advantage that can help you pay for certain healthcare or dependent care expenses on a pretax basis. By anticipating your family's health care and dependent care costs, you can lower your taxable income and that means you get to keep more of what you earn.

Healthcare FSA

The Healthcare FSA allows you to make pre-tax deductions from your pay to fund your account and get reimbursed for qualified medical expenses.

To determine if a Health Care FSA makes sense for you, estimate your *eligible expected medical expenses* for you and (if applicable) your dependents for the calendar year. This amount could be your annual election if it doesn't exceed the allowed contribution maximum. The amount you elect is available to you at the beginning of the plan year, regardless of how much you have contributed via payroll deduction. In 2026, you can contribute up to a maximum of **$3,400** to your Healthcare FSA.

Dependent Care FSA

The Dependent Care FSA allows you to make pre-tax deductions from your pay to fund your account and pay for *eligible expenses related to dependent care*. As a Dependent Care FSA participant, you can contribute up to **$7,500** if you are married and filing jointly, or **$3,750** per person if you are filing separate tax returns. Dependent care expenses can include daycare, a babysitter or nanny, after-school care, school tuition, and more!

Please review the following information so you are aware of the rules applied to the Health Care FSA plan. This is only a brief summary. More information is available in the Summary Plan Description (SPD).

Important points to remember:

- You can use your Dependent Care FSA account to pay for Childcare or adult care of adult dependents.
- You may elect to contribute the maximum amount even if your spouse is also contributing to an FSA at his or her workplace.
- The Health Care FSA allows any qualified medical expense to be reimbursed.

After you enroll, you can't change the amount you contribute for the year, because your election stays in effect during the entire plan year (January 1 through December 31). However, if you have a "Qualified Life Event" you may change the amount of your contribution, but the change must be consistent with the event.

The following "Qualified Life Events" may permit you to change your FSA election outside of open enrollment: a change in your legal marital status; a change in the number of tax dependents; termination or commencement of employment by you, your spouse or dependent; a change in employment status that results in gaining or losing eligibility for health coverage; and Medicare or Medicaid entitlement for you, your spouse or dependent.

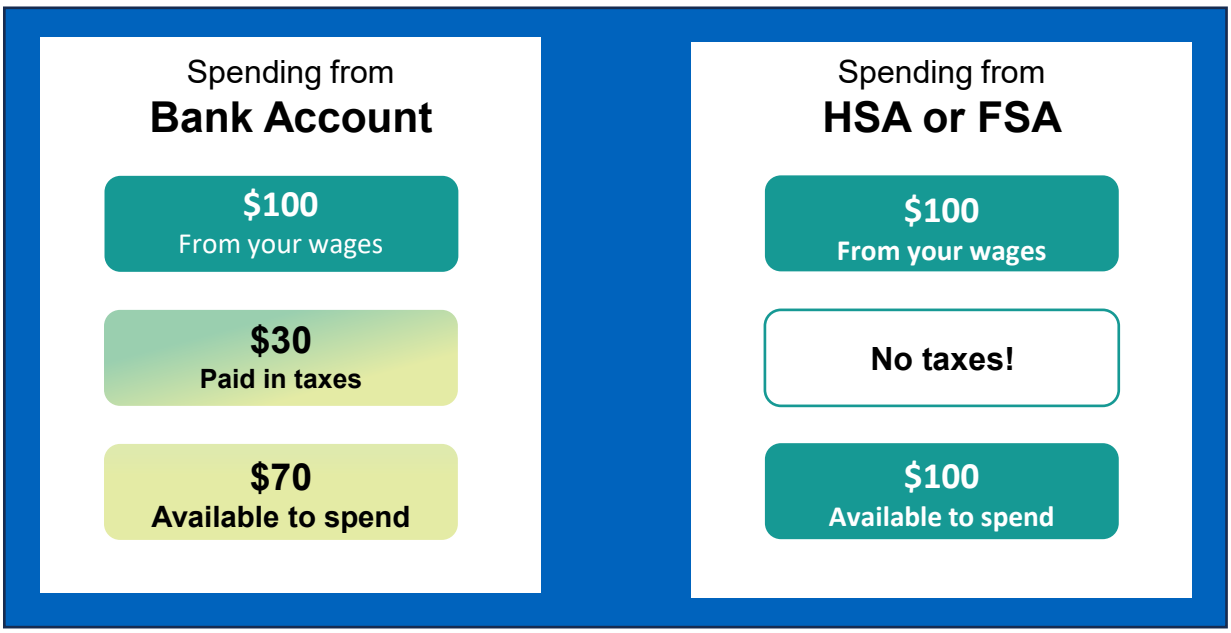
How you save with HSA/FSA dollars:

When you spend from an HSA or FSA, you're using pretax dollars instead of money that's already been taxed.

That means the average HSA/FSA account holder saves ~30% on eligible purchases, depending on individual tax rate.

Here's what that looks like:

- ✓ If you earn $100, you'd typically lose about $30 to taxes before spending the remaining $70.
- ✓ With HSA or FSA funds, you can spend the full $100 on qualifying health products and services, stretching your budget significantly further.



Dental Benefits

Anthem Dental Plan

DENTAL

Select Anthem's Dental plan and choose providers from Anthem Dental Premier networks.

Out-of-pocket costs are likely to be less when you choose an in-network dentist.

- Pay an annual deductible — $50 Per Insured Person
- 100% of preventive covered services
- Pay 20% of basic covered services
- Pay 50% of major covered services
- Receive an annual maximum benefit —$1,500 / per person
- Have a lifetime maximum Orthodontics benefit —$1,500 / per person (through age 18)

Anthem Dental Complete Network

- **Ask a Hygienist:** Dental members can simply email their dental questions to a team of licensed dental professionals who will respond in about 24 hours.
- **Dental Health Risk Assessment:** Anthem wants dental members to better understand oral health and risk factors for tooth decay, gum disease, and oral cancer. This easy-to-use online tool can help do this.
- **Dental Care Cost Estimator:** User friendly, web-based tool that provides an estimate on common dental procedures and treatments when using a network dentist.
- **Mobile Capabilities:** Download the latest mobile application. Members can find a network dentist as well as view claims.



Monthly Rates	Individual	Employee + 1	Employee + 2 or more
Anthem Dental	$8.25	$23.75	$39.25

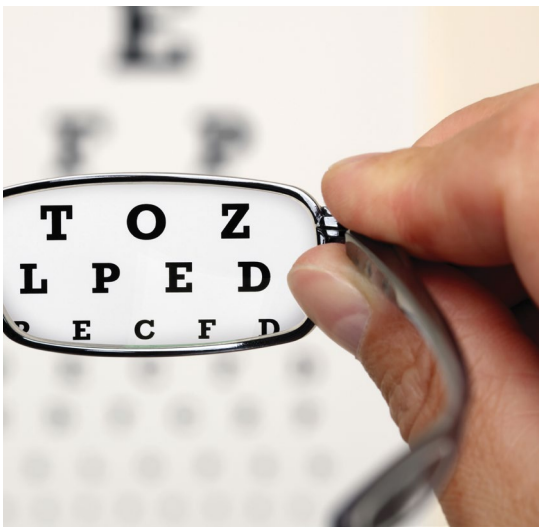
Vision Benefits

Vision Services Plan (EyeMed)

VISION

When you elect EyeMed coverage you have:

- Access to the one of the largest panels of eye care professionals
- A nominal $10 copay for a standard eye exam.
- $160 allowance for contact lenses every 12 months
- Eye glass lenses every 12 months, along with $130 allowance towards frames
- Helps employees to locate the right provider who fits your schedule and budget.



EyeMed Membership

- Member App, Call Center, Vision Aids, Text Alerts
- Member Website: Find an in-network eye doctor with the refreshed Provider Locator, view your Savings Dashboard to see how much you've saved with your benefits, and estimate out-of-pocket costs before your visit.

Other Additions with EyeMed:

- Hearing Care Discounts
    - 40% off hearing exam and discount on hearing care through Amplifon. Call 1-877-203-0675 to find a hearing care provider.
- Savings on LASIK
    - Savings of $800 on LASIK procedures at LASIKPlus Vision Centers.
    - Free LASIK Exam ($100+ value).
    - Access to 600+ credentialed LASIK providers.
- Eye360 – Enhanced benefits when members visit a PLUS Provider- a select group of providers in the EyeMed network.
    - $0 copay eye exams and an additional $50 frame allowance.
    - Find nearby PLUS providers on EyeMed's Provider Locator.

***** Reminder! With Anthem medical coverage members are eligible for an eye exam that must be provided by a Blue View Vision provider at no cost to the member.***

Monthly Rates	Individual	Employee + 1	Employee + 2 or more
EyeMed Vison	$6.41	$16.25	$16.25

Life Insurance



Basic Life Insurance

We know you want to protect your loved ones in case of life's uncertainties. GrafTech International offers Basic Term Life Insurance and Accidental Death & Dismemberment (AD&D) coverage at no cost to you.

At no cost to you, Basic Term Life Insurance gives you:

- Coverage of 1x your base salary
- AD&D coverage as part of your life insurance
- The ability to convert to an individual policy if you leave the company
- Possible waiver of premiums if you become disabled
- Possible accelerated death benefit if you are diagnosed with a terminal disease
- Coverage is automatic on your first day of employment

At no cost to you, Life Travel Accident Insurance gives you:

- Automatically enrolled to receive this benefit
- Coverage goes into effect first day of employment
- The Travel Accident benefit is equivalent to 4x your annual pay

MetLife

Website: www.MetLife.com

Beneficiary Update:

- It's important to update your beneficiary information each year to ensure the accuracy of money designation
- This can be done simultaneously when signing up for benefits
- The policyholder is the only person allowed to make changes to your insurance beneficiaries, unless you've granted someone else power in a legal document.
- You can control the percentage of the death benefit each beneficiary receives

Disability Coverage



We provide a base level of disability protection, both short-term and long-term, which can be found below.

SHORT-TERM DISABILITY (STD): Non-Occupational

This is a salary continuation pay practice plan which provides full or partial earnings during periods of absence because of illness or injury. The plan provides eligible employees with protection against loss of eligible pay while temporarily disabled. Please find a brief summary of the general provisions below. For a more detailed description of STD plan requirements and limitations please consult the Company's Short-Term Disability Policy at your site location. All full-time regular employees will be eligible for STD after 6 months of service. The 3-day waiting period is waived for most salaried employees and those who are hospitalized on day 1.

PAY AS FOLLOWS:

- First 3 Days: Unpaid; may use vacation, PTO or sick hours to receive pay
- Weeks 1 – 2: 16 hours or balance of week 1- and 40-hours week 2 both paid at 100%
- Weeks 3 – 13: 40 hours each paid at 80%
- Weeks 14 – 26: 40 hours each paid at 65%

*No Pay for Holiday hours and shift premiums while on STD
*May supplement reduced disability pay with vacation and/or PTO pay to receive up to 100%

LONG-TERM DISABILITY (LTD)

Like most people, you probably take your good health – and ability to work – for granted. But a serious illness or injury could prevent you from working for an extended period. That's why GrafTech provides the financial protection of a Long-Term Disability (LTD) plan. This plan begins paying you a monthly income after you have been disabled for six months. You are an eligible participant of this plan if you are regularly scheduled to work more than 30 hours per week at your location. As a GrafTech employee you do not need to enroll in this plan. You automatically become a participant on the date you become an eligible employee. GrafTech pays the cost of your LTD coverage. The LTD benefit is equivalent to 65% of your annual base pay to a maximum of $10,000/month. We have set the LTD benefit up with MetLife to pay this benefit without being subject to income tax.

MetLife

Website: www.MetLife.com

Other Coverage



Paid Family Leave

This program provides eligible U.S. employees up to two (2) weeks of paid FMLA-qualifying leave within a Twelve (12) Month Period for the birth, placement of a child or to care for an immediate family member. “Twelve (12) Month Period” is defined as a rolling 12-month period measured backward from when the date the leave commences. Leave taken pursuant to this procedure shall count as all or part of the Federal FMLA requirements. Paid leave is not in addition to leave otherwise provided under the Company Family and Medical Leave Policy but simply provides compensation for up to two (2) weeks of such leave under certain circumstances.

Education Refund Plan

GrafTech will reimburse you for all or part of your education expenses when you satisfactorily complete approved degree courses of study in recognized colleges or universities.

The company will reimburse:

- 100% of the cost of tuition, laboratory fees, tests, and approved textbooks.
- Undergraduate programs will be limited to $5,250 per calendar year and $21,000 in total.
- Graduate programs will be limited to $32,000 including laboratory fees, approved tests and textbooks.

Group Universal Life (GUL) Insurance

MetLife GUL coverage can offer protection for your future but also provides benefits you can take advantage of today. If you have doubts about your family’s financial security, you may wish to consider applying for MetLife GUL insurance. GUL offers you the security of life insurance and the ability to contribute to the policy’s cash fund which earns interest on a tax-deferred basis.

GUL is flexible and competitively priced. You have the freedom to adjust your coverage levels and premiums to reflect life changes, such as having a child or buying a home. It’s also portable, so you can take it with you if you change jobs or retire.

Your cost of insurance is provided at competitive group rates. Paying is easy, and you won’t have to worry about missing payments, since it’s done through automatic payroll deductions.

In addition to life insurance protection, employees with GUL coverage have a range of valuable plan features and enhancements:

- Will Preparation Services
- Estate Resolution Services
- Optional Accidental Death Benefit
- Life Settlement Option

Voluntary Coverage

Critical Illness and Accident



Accident and Critical Illness Health Screening Benefit (HSB)

Accident Insurance and Critical Illness Insurance coverage from MetLife provides a Health Screening Benefit (HSB) for covered screenings and tests. Now, everyone who's enrolled — you, your spouse, and dependent children — can earn a benefit just for taking care of his or her health.

- Examples of covered screening and prevention tests may include a blood test to determine total cholesterol, a blood test to determine triglycerides, an endoscopy, or a colonoscopy.
    - For a complete list of what's covered, please see a copy of your certificate.

Critical Illness

Provides financial support when you or a loved one becomes seriously ill. It works to supplement your medical coverage — and pays in addition to what your medical plan may or may not cover. Upon verified diagnosis, it provides you with a lump-sum payment of $10,000 in initial benefits. The payment you receive is yours to spend however you like.

- Critical Illness Insurance provides you with a lump-sum payment upon a verified diagnosis of these conditions – Cancer, Heart Attack, Stroke, Major Organ Transplant, Coronary Artery Bypass Graft, Kidney Failure.
- Your plan pays an additional benefit (Recurrence Benefit) if a medical condition reoccurs for certain conditions such as: heart attack, stroke, or many others.

Accident

Accident Insurance works to supplement your medical coverage — and pays regardless of what your medical plan may or may not cover. It's coverage that provides a financial cushion for life's unexpected events by providing you with a lump-sum payment (one convenient payment all at once) for a covered event when your family may need it most. The payment you receive is yours to spend however you like. It pays if you have tests, or receive medical services, treatment or care for one of more than 150 covered events as defined in your group certificate. This includes hospitalization resulting from an accident, and accidental death or dismemberment.

Submitting a Claim

- Submit electronically through MyBenefits (www.mybenefits.metlife.com) or the MetLife Mobile App
- E-mail to ahmetlifeclaims@metlife.com
- Fax or mail directly (information can be found on the claim form)
- Pre-existing is a 3-month look back or 6 months treatment free, 12-month exclusion period
- Coverage is effective on the billing effective date

Please review your Plan Summary for more information.

For questions, please call a MetLife Customer Service Representative at 1 800 GET-MET8 (1 800 438-6388).

Voluntary Screening - Galleri



Galleri is a multi-cancer early detection test that screens for cancers before they become symptomatic, including cancers with no recommended screening tests, via a blood test

- ✓ Available by prescription only – follow the Discussion Guide when speaking with your healthcare provider in person OR request the test online to see if you're a candidate
  - Recommended for use in adults with an elevated risk for cancer, such as those age 50 or older, those with a family history of cancer, current or former smokers, etc.
- ✓ If prescribed, you will schedule a blood test and receive your results in approximately 2 weeks
- ✓ *Galleri does not diagnosis cancer* but detects if cancer signals are present
  - If cancer signals are detected, your healthcare provider will discuss the diagnostic tests needed to *confirm cancer*
- ✓ Galleri tests ordered prior to January 1st qualify for the discounted self-pay price of $799

Galleri®
Multi-cancer early detection

Request the Discussion Guide for an in-person appointment or request the test online: **www.galleri.com/get-started/patients**

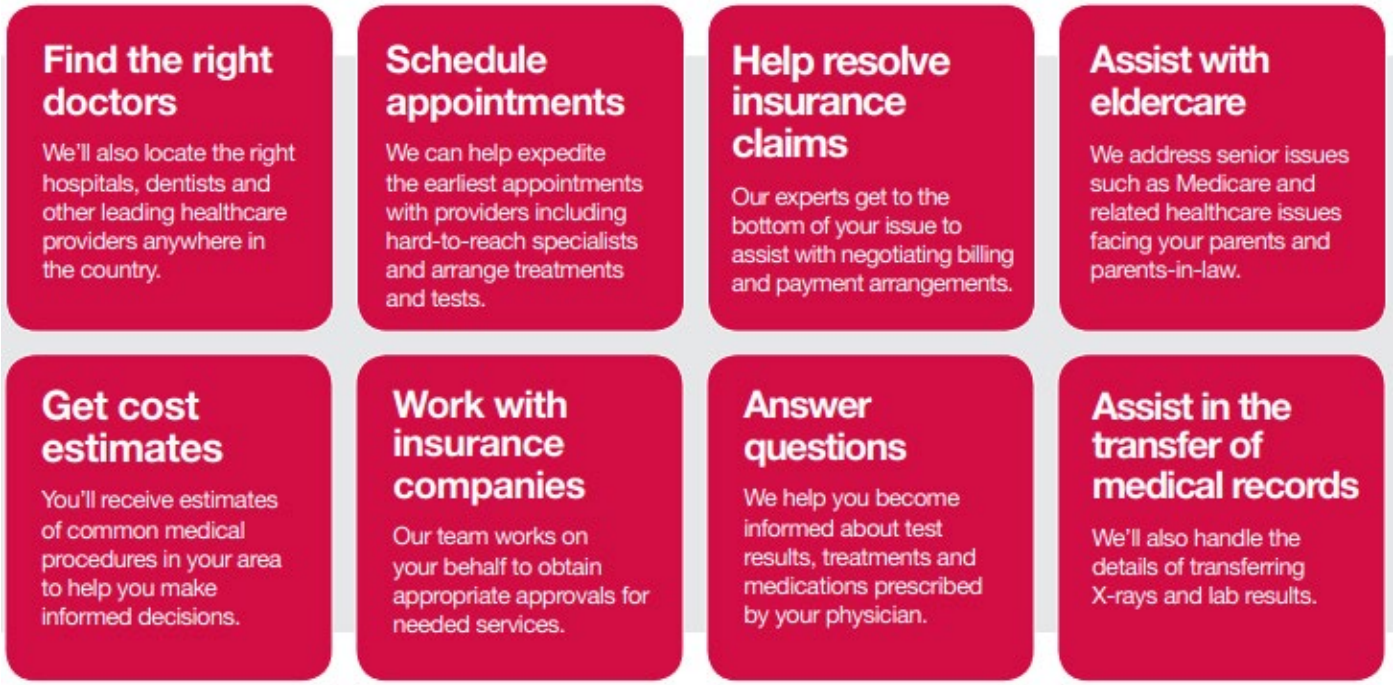
Health Advocate

866.695.8622
Email: answers@HealthAdvocate.com
Web: HealthAdvocate.com/members

HealthAdvocate

How does the Core Health Advocacy service work?

- One, simple call to our toll-free number is all it takes to get help with virtually any healthcare or insurance-related issue anytime, 24/7.
- Employees will be assigned a dedicated Personal Health Advocate, who will address their specific concerns.
- Our work begins immediately, including interacting with insurance companies and providers and doing the necessary research to help bring each issue to an effective resolution.
- Our experts know the ins and outs of the healthcare and insurance systems, in order to get the right answers quickly and efficiently.
- For example, we can help with a wide variety of concerns, such as locating providers and making appointments, uncovering claims and billing errors finding specialists and eldercare, and explaining medical conditions and treatments.
- The same Personal Health Advocate works with the employee until all issues are completely resolved and is also available to address any follow-up needs.



Employee Assistance Program



The EAP+Work/Life Program offers employees short-term counseling and support for a range of personal, family and work/life problems. This early intervention service helps reduce the need for more costly mental health services, decrease absenteeism and improve productivity. Employees can call EAP+Work/Life at **866.799.2728** for confidential, short-term professional counseling, focusing on coping skills for a full range of emotional, family and work-related issues. If needed, the employee can be referred to ongoing treatment or special care.

Employees can also call the same number for one-on-one help to locate work/life services for concerns across the lifespan, from adoption to eldercare. As a complement to the personalized program, you may log on to the website to search for work/life information including provider databases and articles on a range of topics. If necessary, employees can be easily transitioned to our Core Health Advocacy service for personalized help to resolve a full range of healthcare and insurance-related issues.

HealthAdvocate™
Always at your side

Phone: 866.695.8622
Email: answers@HealthAdvocate.com

401(k) Savings Plan & Vacation time

Employee Savings Account

Choose to save up to 50% of pay – You enjoy the ease of saving through payroll deductions. You may save as little as 1% or as much as 50% of your pay – on either a before-tax (subject to IRS maximum) or after-tax basis or both – and you may change the amount you save as your personal situation changes.

Reducing your current income taxes – You may direct your savings into the plan before taxes are deducted. You won't pay taxes on these savings or the earnings on your savings until the money comes out of the plan.

Immediate vesting on savings – you always have the right to all money you contribute to your account - your savings. You are also immediately vested on Company matching contributions and earnings credited to your savings account.

Company Matching Contributions

GrafTech adds $1.00 for each $1.00 you save up to 5% of your eligible pay. The Company match is made in cash and is immediately vested.

Tax Deferral

Your savings, Company matching contributions, investment earnings and all employer contributions grow tax-deferred for as long as they remain in the plan.

Vacation Plan

Years of Service	Weeks of Vacation
1-4	2
5-9	3
10-19	4
20-29	5
30+	6

Purchased Vacation

In addition to our vacation plan, the supplemental vacation benefit under the GrafTech Section 125 Cafeteria Program is designed to provide, if elected by the employee and approved by management, additional vacation hours to employees' earned vacation allotment. This program is restricted to GrafTech International Holdings Inc., including its affiliates and subsidiaries (collectively the "Company"), and its US employees eligible for a limited amount of annual vacation based on site specifics.

Purchased vacation hours are pre-taxed payroll deductions taken equally from your payroll checks throughout the year. The cost of each vacation hour is purchased at the employees' hourly rate of pay at the maximum of 40 hours for the year. Employer provided vacation must be taken first, therefore an employee's annual vacation allowance must be used before Purchased Vacation hours are used.

Vanguard

How to Enroll



How to Enroll

Access the ADP Employee Self-Service website: https://workforcenow.adp.com

After you log in, you'll see a pop-up with important Open Enrollment information.
To get started, simply click **Start Enrollment** – or choose **Remind Me Later** if you're not ready just yet.

Locked Out of ADP? No problem!
If you can't access your account, don't worry – you can reset your login anytime, 24/7.
Just use the **Forgot Your User ID** or **Forgot Your Password** links on the ADP login page to reset your credentials.

You can always return to the main ADP at: https://workforcenow.adp.com

Tools for Self Service

Access and manage your information easily through ADP.

• **Personal Information-** View and update your personal details, including address, phone number, emergency contacts, dependents and beneficiaries.

• **Work & Education Details-** Update your work information, education, licenses, certifications and training records.

• **Pay Statements & Tax Forms-** View pay statements (available at 12:01 a.m. the day before payday) and annual W-2 forms.

• **Tax Withholding & Calculators-** Review and update your federal W-4 filing status and access financial calculators.

• **Pay Statement Notifications-** Get alerts when new pay statements or W-2 forms are available. To set up alerts:

> *Myself* > *Pay* > *Pay & Tax Statements* > *Go Paperless* > Turn on *"Send email notifications when new pay statements are available."*

• **Direct Deposit-** Add or update direct deposit information - up to six direct deposits (checking or savings).

• **ADP Mobile App-** Access pay statements, W-2s, and benefits anytime, anywhere using the ADP Mobile Solutions app. Learn more or download at: http://www.adp.com/mobilesolutions or visit https://mobile.adp.com.

• **Password & Security Settings-** Change your password or security questions by logging in to https://workforce.adp.com

Click the drop-down arrow next to your name (upper right-hand corner) > *Preferences* > *Security* > update password or security questions > *Submit*.

CONTACTS

Find the answers you need

Plan	Carrier/Provider	Website	Phone Number
Employee Advocacy & EAP	Health Advocate – EAP + Work/Life	www.healthadvocate.com	1-866-695-8622
Medical and Rx	Anthem Blue Cross Blue Shield	www.anthem.com	1-844-995-1752
Dental	Anthem Blue Cross Blue Shield	www.anthem.com	1-844-729-1565
Vision	EyeMed	www.eyemedvisioncare.com	1-866-723-0513
Long-Term Disability & Short-Term Disability	MetLife	www.metlife.com	1-800-523-2894
Life Insurance	MetLife	www.metlife.com	1-800-523-2894
Critical Illness & Accident	MetLife	www.metlife.com	1-800-523-2894
Group Universal Life	MetLife	www.metlife.com	1-800-523-2894
Wealth Management & Retirement	CAPTRUST Financial Advisors	www.captrustadvisors.com	1-800-216-0645
FSA Health and Dependent Care Accounts	HealthEquity	www.participant.wageworks.com	1-877-924-3967
Health Savings Account	HSA Bank	www.account.hsabank.com	1-800-357-6246
Savings Plan	Vanguard	www.vanguard.com	1-800-523-1188



2026 Benefits Guide

https://mygraftechbenefits.com/

Sydney Health

With the Sydney Health mobile app, you can access your Anthem benefits in one place. Sydney Health offers a one-tap access to benefits information, member services, virtual care, and wellness resources.

- Find care and compare costs
- See what is covered and check claims
- View and use digital ID cards
- Virtual Care
- My Health Dashboard
- Community Resources
- Live Chat
- My Health Records

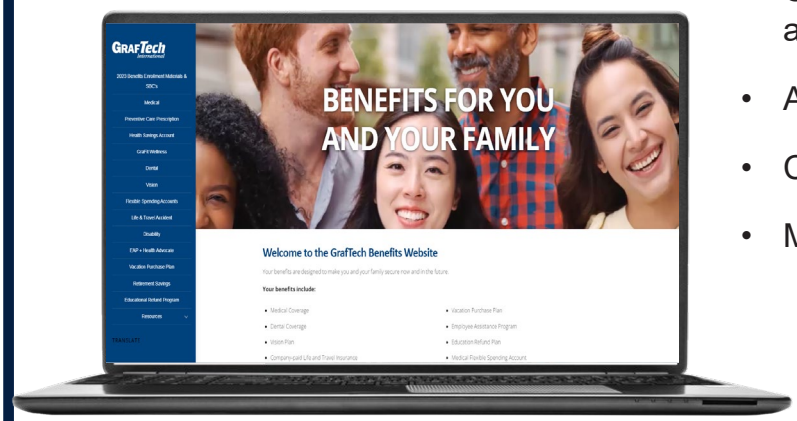
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Download the Sydney Health app today!

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- Complete benefit overviews and summaries
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- Carrier contacts
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