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USA



EVONIK NON-CREDITABLE COVERAGE NOTICE

OCTOBER 2025

Important Notice from Evonik Corporation about Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current retiree prescription drug coverage with Evonik Corporation and about your options under Medicare's prescription drug coverage. This information can help you decide if you want to enroll in a Medicare prescription drug plan. At the end of this notice is information about where you can get help to make decisions about your prescription drug coverage.

There are two important things you need to know about your current retiree coverage and Medicare's prescription drug coverage:

1. Evonik Corporation has determined that the prescription drug coverage offered under the BCBS Traditional Choice post-65 medical plan is, on average for all plan participants, NOT expected to pay out as much as standard Medicare prescription drug coverage pays. Therefore, your Evonik coverage is considered Non-Creditable Coverage. ***This is important because, most likely, you will get more assistance with your drug costs if you join a Medicare drug plan than if you only have prescription drug coverage through Evonik Corporation's BCBS Traditional Choice post-65 plan. This also is important because it may mean that you may pay a higher premium (a penalty) if you do not join a Medicare drug plan when you first become eligible.***
2. You can keep your current post-65 coverage under the Evonik Corporation BCBS Traditional Choice post-65 plan. However, because your coverage is non-creditable, you have decisions to make about Medicare prescription drug coverage that may affect how much you pay for that coverage, depending upon when you enroll in a prescription drug plan. When you make your decision, you should compare your current coverage, including what drugs are covered, with the coverage and cost of the plans offering Medicare prescription drug coverage in your area. Read this notice carefully - it explains your options.

Consider enrolling in Medicare prescription drug coverage.

Because the post-65 retiree coverage you have with Evonik Corporation is, on average for all plan participants, NOT expected to pay out as much as the standard Medicare prescription drug coverage will pay, you should consider enrolling in a Medicare prescription drug plan. You can enroll in a Medicare prescription drug plan when you first become eligible for Medicare and each year from October 15 through December 7. If you decide to drop your current BCBS Traditional Choice post-65 retiree medical plan coverage with Evonik Corporation, since it is employer sponsored group coverage, you may be eligible for a 2month Special Enrollment Period (SEP) to

join a Medicare drug plan. However, you also may pay a higher premium (a penalty) because you did not have creditable coverage under Evonik Corporation's BCBS Traditional Choice plan.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

Since post-65 retiree coverage under the Evonik Corporation BCBS Traditional Choice post-65 plan is not creditable, depending on how long you go without creditable prescription drug coverage, you may pay a penalty to join a Medicare drug plan. Starting with the end of the last month that you were first eligible to join a Medicare drug plan but didn't join, if you go 63 continuous days or longer without prescription drug coverage that is considered "creditable coverage", then the monthly premium to enroll in a Medicare prescription drug plan will increase at least 1% per month for every month that you did not have that coverage. For example, if you go 19 months without creditable prescription drug coverage, and you enroll in a Medicare Part D plan, your premium will be at least 19% higher than the base Medicare Part D premium. You will have to pay this higher premium as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the next Medicare prescription drug plan enrollment period (which will typically be October 15 through December 7) to enroll.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

Your enrollment in a Medicare prescription drug plan does not affect your Evonik Corporation retiree coverage. Even if you are enrolled in a Medicare drug plan, your current BCBS Traditional Choice post-65 plan prescription drug coverage will pay for your prescriptions, but only up to \$2,500 maximum prescription drug benefit annually. After this maximum prescription drug benefit level is reached, the BCBS Traditional Choice post-65 plan pays no additional pharmacy benefits during the year, and all your prescription drugs will be covered only by the Medicare prescription drug plan in which you enroll.

For More Information About Your Options and Medicare Prescription Drug Coverage

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook from Medicare. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare-approved prescription drug plans. For more information about Medicare prescription drug plans:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see your copy of the Medicare & You handbook for their telephone number) for personalized help,
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

For people with limited income and resources, extra help paying for Medicare prescription drug coverage is available. Information about this extra help is available from the Social Security Administration (SSA) online at www.socialsecurity.gov, or you call them at 1-800-772-1213 (TTY 1-800-325-0778).

For more information about this notice or your current Evonik prescription drug coverage, please **call an Aptia benefits counselor at +1 855-684-6628**, Monday through Friday, 7:00 am to 9:00 pm ET. Please note that you will receive this notice annually and if the coverage through Evonik Corporation changes. You also may request another copy of this notice.