BENEFITS UPDATE

NOVEMBER 2025



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OPEN ENROLLMENT: NOVEMBER 10 - 21

Open Enrollment kicks off Monday, November 10. This is your opportunity to review and then select the benefits that will best support you and your family in 2026. Whether you're changing lanes or keeping things the same, it's important to review your options and act before the deadline.

Here's what you need to know:

1. **WHO:** All eligible Holley Performance Brands employees
2. **WHAT:** Annual benefits enrollment for the 2026 plan year
3. **WHEN:** November 10-21, 2025
4. **WHERE:** Visit www.HolleyBenefits.com and check out the attached flyer to learn about your options and then log into ADP to make your selections anytime between November 10 and 21.
5. **WHY:** Think of open enrollment as your annual pit stop, a chance to check your coverage and make sure your benefits are aligned with the road ahead.

REMINDER: COVERAGE INCLUDES FOUR-LEGGED FRIENDS — While you're reviewing your benefits during Open Enrollment, don't forget about the four-legged members of your family. Holley offers pet insurance discounts to help you care for your pets. Interested in exploring the options?

Here's a quick how-to guide:

- Visit www.HolleyBenefits.com
- Click on the "Additional Benefits & Discounts" tab at the top
- Select "Pet Insurance" to access a step-by-step guide

MANAGING STRESS: SMALL STEPS, BIG IMPACT

As the year winds down and the holidays ramp up, excitement and stress often go hand in hand, both in the office and at home. Now is a good time to check in with yourself and take proactive steps to reset and recharge when needed.

Here are a few small but powerful ways to help manage stress during this busy season:

Regular Movement & Healthy Eating – Staying active and providing your body with the right fuel can help boost both your energy and mood.

Step Away from Screens to Recharge – Even a brief break from your phone, laptop and social media can help you feel more connected and provide a brief reset.

Take a Moment for Yourself – A short walk, deep breathing or quiet time for yourself can help you pause and focus on what you need most during this time of year.

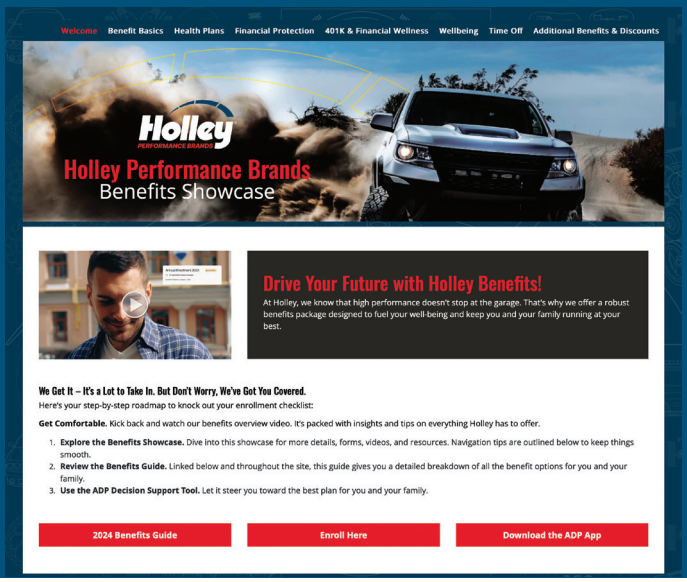
Balancing Priorities & Sleep – Take time to balance your to-do list with the need for sleep and rest, which is vital to your wellness and a healthy routine.

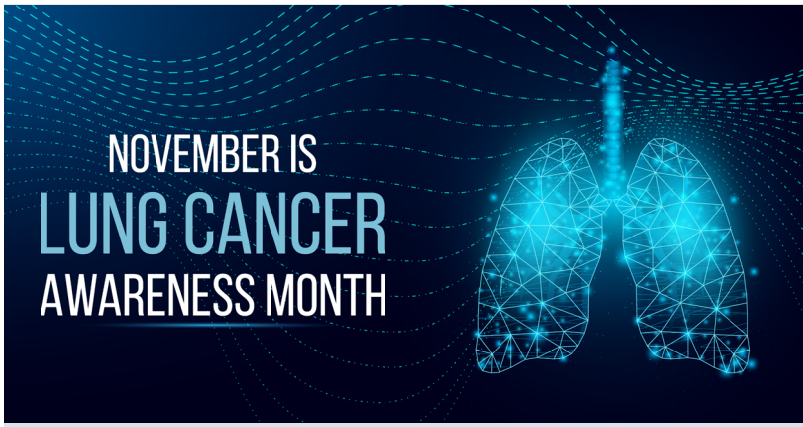
Need Support & Resources?

Scan the QR code for more information on both collaborative and self-guided tools available through your benefits.

Visit www.HolleyBenefits.com to learn all about your benefits as a Holley Performance Brands team member.

Scan the QR code to visit the website.





LUNG CANCER AWARENESS MONTH

According to the American Lung Association, someone in the U.S. is diagnosed with lung cancer approximately every two minutes. While that statistic is eye-opening, there is hope. More people than ever are benefiting from the advantages of early detection and advancements in care.

What can you do this month?

Know the Signs: Symptoms like a persistent cough, chest pain and shortness of breath can be early indicators. It is important to consult your physician if you experience any of these or have concerns about your lung health.

Get Screened: If you are at a higher risk due to factors like having a history of smoking or other health concerns, talk to your healthcare provider about a low-dose CT scan, commonly known as a "lung screening." This can be a powerful tool for early detection. In fact, the American Lung Association reports that the likelihood of surviving 5 years or more improves to 65% with early detection before cancer spreads. Take this quiz to see if you're eligible.

Want to Learn More?

Visit **lung.org** and explore all of the resources available from the American Lung Association, like information on prevention, early detection and screenings and support for quitting smoking.

2026 Annual Open Enrollment

NOVEMBER 10, 2025 – NOVEMBER 21, 2025

It's time for Annual Open Enrollment for medical/prescription, dental, vision, and voluntary insurance plans. As part of our ongoing commitment to provide high-quality, sustainable healthcare options, we've made updates to ensure our medical plans continue to meet the needs of our team members and their families. Starting 1/1/2026, AmeriBen will administer our medical plan. We will still offer 3 medical plans to choose from with AmeriBen, but there will be some plan design changes. Delta Dental (dental) and VSP (vision) will continue as is into the 2026 plan year.

2026 EMPLOYEE BI-WEEKLY CONTRIBUTIONS:

BI-WEEKLY PAYROLL DEDUCTION	AmeriBen Buy-Up	AmeriBen Core	AmeriBen HSA	Delta Dental Premier	Delta Dental PPO	VSP Vision
TEAM MEMBER	$94.30	$55.75	$32.99	$10.58	$9.36	$2.68
TM + SPOUSE	$179.64	$121.82	$71.73	$21.17	$18.74	$4.28
TM + CHILD(REN)	$154.18	$104.61	$68.52	$29.15	$22.80	$4.37
FAMILY	$289.11	$213.36	$111.13	$44.73	$35.52	$7.05

**Effective first payroll of 2026*

ANNUAL OPEN ENROLLMENT PERIOD

Open Enrollment runs from November 10 to November 21, 2025. During this period, you can enroll in, cancel, or adjust your medical, dental, and vision coverage. This is your annual opportunity to make changes to your benefits without a qualifying life event, such as marriage, divorce, adding a child, or a spouse losing coverage.

NEW & CHANGING BENEFITS:

Medical Plan Updates:

- Medical plan structures will remain the same, with updates to plan design features
- Will be administered by AmeriBen; provider network will remain with Anthem
- High Performance Network plan options available to eligible team members at a discounted rate

Pharmacy Benefit Manager:
Pharmacy benefits will be through OptumRx and managed by SlateRx

Supplemental Plans:

- Critical Illness (replacing the Cancer plan), Accident, and Hospital Indemnity plans will now be available through Unum (no medical questions to enroll)
- You may enroll up to guaranteed issue amounts in Voluntary Life Insurance and Long Term Disability with no medical questions asked during this year's open enrollment

HSA / FSA:
PNC Bank will replace Optum for HSA & FSA administration

Chronic Condition Management:
Tria Health will replace Teladoc to continue chronic condition management