

# SMOOTH SAILING

## A STEP-BY-STEP GUIDE TO NAVIGATING THE HDHP



We offer a “high-deductible health plan,” or HDHP, to you and your eligible dependents. It provides competitive medical insurance tied to a tax-advantaged health savings account (HSA) that lets you decide how to spend your health care dollars.

### The Basics—Essentially, the HDHP is made up of two parts:

The health insurance portion of the HDHP has lower **premiums** than our EPO and PPO plans, in exchange for a higher **deductible**. This means you’ll pay less out of your paycheck each month for coverage but will have to meet a higher dollar amount before the plan starts paying for **qualified health care expenses**.



The HDHP comes with a health savings account (HSA), which is your personal health care savings vehicle, administered by Empower. It enables you to set aside pre-tax dollars through payroll deductions to help cover **qualified health care expenses**. Sibanye-Stillwater also contributes funds to your HSA to help your account grow. See the chart below for details.

You can either use your HSA funds to pay for **qualified health care expenses** now, or you can pay out of your own pocket and save your HSA funds for future **health care expenses**—even those in retirement.

#### Sibanye-Stillwater’s 2026 HSA Contributions\*

Employee Only	\$500
Employee + 1	\$750
Employee + 2 or more	\$1,250

\*Contribution is paid 50% on January 1, 25% on April 1 and 25% on July 1, and is prorated for new hires.

### GO FOR BOLD

See the words in **bold**? Check our ‘Plan Terms & Key Benefit Amounts’ section on page 4 to learn what they mean.

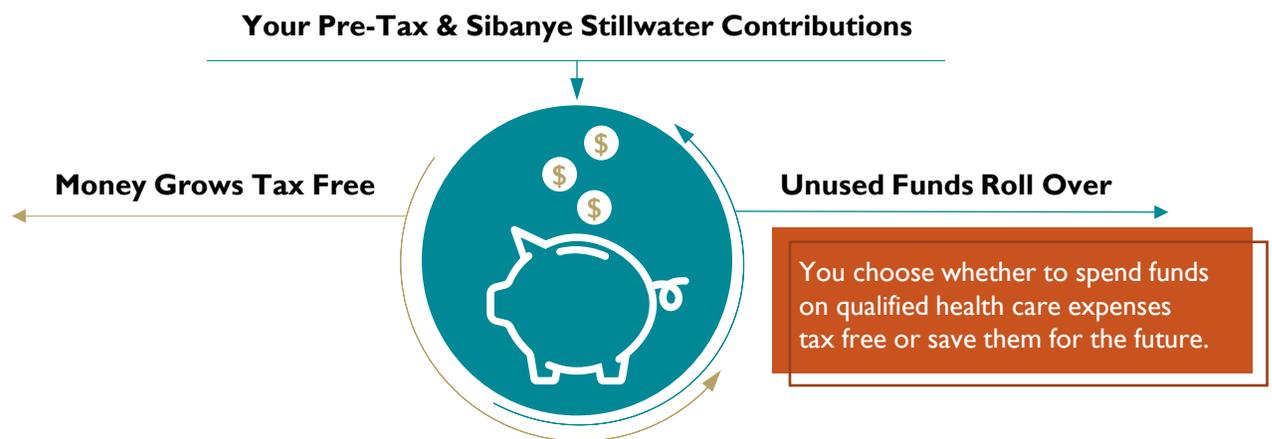


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## How the HSA Works

You choose whether to spend your HSA funds on qualified health care expenses or save them for the future. Money in your account grows tax free, and unused funds roll over year to year.



## The HDHP in Action

This step-by-step guide shows how qualified in-network expenses are covered under the HDHP.

- 1** Sibanye-Stillwater contributes to your HSA. You can also contribute via pre-tax payroll deductions up to the IRS annual maximum.\*
- 2** The plan covers qualified, **in-network** preventive medical services at 100%. You pay nothing for these services. Examples include routine medical exams, immunizations and cancer screenings.
- 3** You pay 100% of non-preventive medical expenses, including preventive prescription drug expenses until you meet your annual **deductible**. You choose whether to pay for **qualified health care expenses** using funds from your HSA or by paying out of pocket.
- 4** Once you meet your annual **deductible**, the HDHP pays 80% for **in-network** services.
- 5** Once you reach your annual **out-of-pocket maximum**, the plan pays 100% of the cost for eligible **in-network** services, and you pay nothing for the remainder of the calendar year.

\*Your contributions, when combined with Sibanye-Stillwater's contribution, cannot exceed the 2026 IRS annual maximum of \$4,400 for individual coverage and \$8,750 for family coverage. If you are age 55 or older, you may make additional catch-up contributions of up to \$1,000 per year until you enroll in Medicare.

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## Advantages of the HSA

Simply put, an HSA puts health care spending in your hands.

### Triple-Tax Advantage

- You contribute funds pre-tax through convenient payroll deductions. This means the money comes out of your paycheck before income tax is calculated. So, you get to keep a bigger portion of your paycheck.
- HSA funds grow tax free, and unused funds roll over year to year. So the more you save, the more your account will grow—just like a bank savings account.
- If you need to use your HSA funds, you can withdraw them tax free to pay for **qualified health care expenses** now and in the future—even in retirement.

### Investment Opportunities

Once you reach and maintain the \$1,000 minimum threshold, you can make investments to help your money grow tax free.

### Control

You own and control the money in your HSA. You decide how you want to spend it or if you want to spend it. You can use it to pay for doctor's visits, prescriptions, braces, glasses—even laser vision correction surgery.

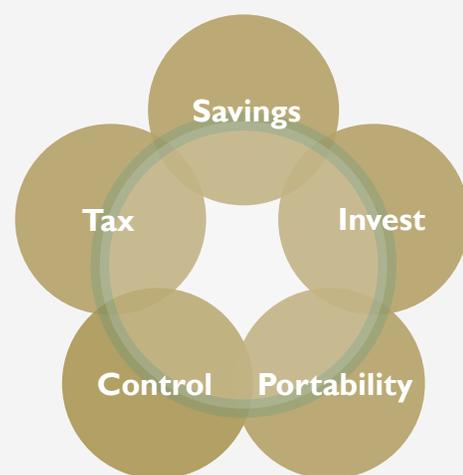
### Savings Potential

Your HSA is like a “health care 401(k).” There is no “use it or lose it” rule. Your account grows over time as you continue to roll over unused dollars from year to year.

### Portability

Your HSA is yours for life. The money is yours to spend or save, regardless of whether you change health plans,\* retire or leave the company.

\*You must be enrolled in an IRS-qualified high-deductible health plan, such as ours, to contribute to an HSA.



## Which Plan is Right for You?

It's important to discuss your options with your family. To help, consider the following questions:

- Do you expect to have many health care expenses (excluding preventive care) throughout the year?
- Are you paying higher **premiums** for coverage you don't use?
- Does it make sense to pay less up front in **premiums** in exchange for a higher **deductible** and **out-of-pocket maximum**?

## DID YOU KNOW?

- The HDHP pays 100% for qualified in-network preventive care.
- After your share of covered costs reaches the annual out-of-pocket maximum, the plan pays 100% for eligible in-network services for the remainder of the calendar year.

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## HSA Eligibility Requirements

To be eligible for contributions to the HSA, the IRS requires that:

- You are enrolled in our HDHP HSA medical plan
- You are not covered by any other non-HSA-compatible HDHP medical plan
- You are not covered through Medicare Part A or Part B or TRICARE
- You or your spouse are not enrolled in a health care flexible spending account (FSA) or health reimbursement account (HRA)
- You are not active military
- You are not claimed as a dependent on another person's tax return



## Using Your HSA Funds

You may use your HSA funds to pay for **qualified health care expenses** for yourself, your spouse, your tax-dependent children and others you claim as dependents on your federal tax return—this is true even if they are not covered under the HDHP HSA medical plan.

NOTE: Even though you can cover your children under 26 on your medical plan, your HSA funds can only be used to pay for **qualified health care expenses** if they are considered your tax dependents.

If you have a non-tax dependent child age 18 or older enrolled in the HDHP HSA medical plan, they may be eligible to open their own HSA.

If you use HSA funds for ineligible expenses, you will pay income tax and a 20% tax penalty. The penalty is waived in cases of disability or death and for individuals age 65 and older.



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## Plan Terms & Key Benefit Amounts

### Coinsurance

The percentage of costs you and the plan share for a covered service or supply *after* you meet the annual **deductible**. The coinsurance amounts for this plan are:

- **In-network:** You pay 20% and the plan pays 80%
- **Out-of-network:** You pay 40% and the plan pays 60%

### Deductible

The amount you pay each year *before* the plan begins to pay **coinsurance**. The annual deductible amounts for this plan are:

- **In-network:** \$1,750 per individual and \$3,500 per family (\$3,500 per individual in a family)
- **Out-of-network:** \$3,500 per individual and \$7,000 per family (\$7,000 per individual in a family)

### In-network & Out-of-network providers

Benefit plans develop networks by contracting with doctors, hospitals, labs, etc., who have agreed to provide health care services to members at negotiated rates. You generally pay less out of pocket when you use **in-network** providers.

### Out-of-pocket maximum

The maximum amount you will pay out of pocket for covered medical expenses per calendar year, including your **deductible**. After your share of covered expenses reaches this annual limit, the plan pays 100% for eligible **in-network** services and supplies for the remainder of the calendar year. The annual out-of-pocket maximums for this plan are:

- **In-network:** \$3,500 per individual and \$7,000 per family (\$7,000 per individual in a family)
- **Out-of-network:** \$7,000 per individual and \$14,000 per family (\$14,000 per individual in a family)

### Premiums

The amount you pay to participate in insurance plans.

### Qualified health care expenses

HSAs enable you to pay for certain **qualified health care expenses** on a tax-free basis, including qualified medical, dental and vision expenses not covered by the plans, as defined by the [IRS in Publication 502](#).

You can also use HSA funds to cover COBRA **premiums**, qualified long-term care insurance and expenses, health insurance **premiums** when receiving unemployment, Medicare and retiree health insurance **premiums** (excluding Medicare Supplement **premiums**) and Medigap insurance **premiums**.

## LEARN MORE!

Watch this [HSA video](#) or scan the QR code to learn more and find out if the HDHP HSA plan is right for you.

