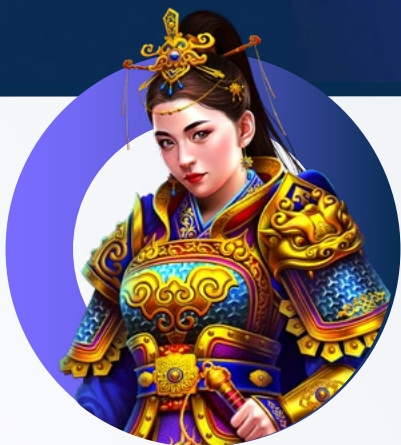




Let the Benefits Begin! November 2 - 13, 2026

Enroll to Play!

At Aristocrat, you matter and we're proud to provide benefits to support you and your family's health, wellness, and financial well-being. Every year, we thoughtfully evaluate our offerings to ensure you get the best options at the most competitive prices. This year, we have expanded our programs and resources to provide additional support for the physical and mental health needs of you and your family. Our goal is to help employees and their families navigate their care options and access the appropriate treatment and support as efficiently as possible.

Aristocrat is committed to ensuring you continue to enjoy great benefits; that's why we're absorbing the majority of rising healthcare costs. While most medical plans will see a premium increase due to higher market prices, we're working hard to keep your benefits affordable. It's our goal to offer you high-quality

options, while minimizing the impact on your wallet. Remember, Aristocrat's medical plans are self-insured, which means our healthcare costs are driven by the care used by our employees and their families. We can all play a role in managing these costs while supporting our health and well-being by making the most of the benefits and resources available to us. Schedule your annual physical, use in-network providers whenever possible, reach out to Lyra for mental health support when needed, and take advantage of the additional programs and services available to help you and your family to stay healthy.

Please take time to review the benefits available to you and log in to Workday during Open Enrollment to ensure you have the coverage you need in 2027.

IMPORTANT!

This year, Open Enrollment is passive, which means your current benefits will carry over into 2027 automatically. You only need to act if you're making changes, enrolling in an FSA or HSA, or re-electing your HSA contribution.

2027 Power-Ups

Several benefit changes and new programs are coming in 2027! All updates take effect on January 1, 2027, except the Mercer Wise PEP supported by Empower 401(k) transition on December 1, 2026. Learn more at atibenefits.com.

Medical & Pharmacy Updates

- Medical, dental, and vision premiums will increase, and the monthly spousal surcharge will increase from \$100 to \$150.
- Pharmacy copays are changing, and a new Specialty Drug tier is being added.
- Virta Health will provide weight management support, with Aristocrat subsidizing a portion of the program cost. Employees will access GLP-1 medications for weight loss through the Virta/RxSaveCard program, as these medications will no longer be covered through the pharmacy benefit.

NEW Health & Well-being Benefits

- **Maven Clinic:** Virtual support for maternity, menopause, parenting, and pediatric care.
- **Hinge Health:** Personalized virtual support for back, joint, and muscle pain.
- **Lantern:** Access to high-quality specialists for surgery, cancer care, and infusion treatments.
- **Lyra Health:** A new Neurodiversity Center of Excellence, offering specialized support and resources.
- **Enhanced Clinical Support:** Personalized and coordinated care through Aetna.

401(k)

- The 401(k) plan is transitioning from Charles Schwab to Mercer Wise PEP supported by Empower.
- The plan is also moving to a pooled employer structure that will reduce fees while continuing to help you save for retirement.

Enjoy the Same Great Pharmacy Resources:

Your Express Scripts prescription drug benefit continues to provide convenient access to retail, specialty, and home delivery pharmacy services. Visit **Express Scripts** to learn about ways to save on prescriptions and support your medication needs.



Life & Disability Benefits

- Life and Disability benefits will transition from Mutual of Omaha to Prudential.
- During this enrollment period, you can elect supplemental life insurance coverage of up to 5x your annual salary, to a maximum of \$500,000, without completing Evidence of Insurability (EOI). (This does not apply to spousal supplemental life insurance.)

Family Support

- Aristocrat's enhanced parental leave program now includes an eight-week Childbirth Recovery Leave and a four-week Bonding Leave for eligible employees.
- **Reminder:** To continue receiving Aristocrat's Health Savings Account (HSA) contributions in 2027 (\$1,000/individual and \$2,000/family coverage), enroll/re-enroll in the HDHP medical plan and the HSA. Employer prorated contributions are funded bi-weekly.

Increased Spending Account Limits:

- **HSA:** \$4,500/individual and \$9,000/family (year-end balance rolls over from year-to-year)
- **Healthcare & Limited Purpose FSA*:** \$3,400 (can roll over up to \$680 at the end of the plan year)
- **Dependent Care FSA:** \$7,500

*2027 limit is pending IRS guidance and will be updated when available.



Don't Forget About These Great Perks!

Adoption Benefits: Full-time employees with at least 12 consecutive months of service may qualify for the Aristocrat reimbursement of eligible adoption or surrogacy expenses. You may be reimbursed up to \$15,000 per child (for child(ren) under 18). Contact atus.benefits@aristocrat.com for more information.

Lyra Health: You and your family members have access to mental and behavioral health support through our Employee Assistance Program (EAP). The EAP offers up to 12 free coaching or therapy sessions per person, per year.

Benefits Events: You'll find the entire schedule and recording of our benefit partners' webinars at atibenefits.com.

Press Start to Enroll

Open Enrollment is **November 2 - 13, 2026**. Our enrollment process is passive this year, which means your elections will carry over into next year, with a few exceptions. You **MUST** actively enroll if you want to elect new benefits, make changes to your current plans, add or remove dependents, or enroll in an HSA or FSA. Keep your streak going and double-check your coverage to make sure you have a winning combination for 2027.

How to Enroll

Complete your Open Enrollment elections in Workday by following these steps:

1. Learn which plans are best for you with help from ALEX, your personalized online benefits counselor. Visit start.myalex.com/aristocrat, and ALEX will help you crunch the numbers to save money and find the plans that are right for you—before you start enrolling!
2. For additional guidance, connect with **TouchCare** for one-on-one support for understanding your benefits, finding providers, and navigating healthcare costs.
3. Log into Workday and navigate to the “Open Enrollment” task in your inbox.
4. Elect or waive each benefit and add or remove dependents and beneficiaries as needed.
5. Review your selections, click *Submit*, and print or save a copy of the confirmation page for your records.

Enrollment Resources

Visit atibenefits.com anytime to explore benefit options, watch on-demand resources, and access tools like ALEX and TouchCare. Bookmark the site for a handy, money-saving reference year-round.

Open Enrollment Virtual Benefits Fair

Join us to take a virtual tour of your benefits at our Open Enrollment Virtual Benefits Fair. You can learn from our vendors, attend live events, and even enter our raffle for a chance to win great prizes—all from the comfort of home!

Starting November 2, 2026, you can visit virtualevents.aristocrat.com to access the Virtual Benefits Fair and set yourself up for success at Open Enrollment. (Use your company email to log in to the site.)

TouchCare: Your Personal Benefits Concierge

TouchCare is a company-paid benefit that connects you and your family with dedicated Health Assistants. TouchCare is here to:

- Solve billing and claims concerns
- Find and schedule quality doctors and specialists
- Provide accurate cost estimates and benefit guidance
- Help locate the lowest-cost options for prescriptions
- Deliver personalized 1:1 support and guidance

Email: assist@touchcare.com

Call: 866-486-8242

Monday - Friday, 8 a.m. - 9 p.m. EST

Download the TouchCare App

Get quick, expert help with your benefits.



Apple



Google



Other Benefit Questions?

Visit atibenefits.com or email mypc@aristocrat.com.

