

Simplot Benefits Summary 2026

Simplot offers a competitive total rewards package that includes an affordable health plan designed to help us all be healthier together. The summary sheet below provides an overview of your benefit options. Please review the *Benefits Guide* for more information, and the *Summary Plan Description* (SPD) booklet for specific details about the benefit programs you are eligible for as listed below.

Eligibility

You are eligible for most programs on the first day of the next calendar month following your date of hire¹. Programs with a different eligibility date will be indicated below.

¹ Employees classified as ACA seasonal, turnaround, contingent or extern are not eligible.

Health and welfare

- **Medical, Dental and Vision Program** — Provides medical, prescription, dental and vision coverage for you and your qualified dependents.
- **Employee Assistance Program** — Provides you and your eligible dependents confidential counseling sessions at no cost.
- **Dependent Care Reimbursement Account** — You may contribute untaxed payroll deductions to this account to pay for qualified daycare or eldercare expenses.

Disability

Simplot provides financial assistance if you are not able to work. Please refer to the *Simplot Leave Policy* or the *LTD Certificate of Coverage* for details.

- **Short-Term Disability (STD) Pay²** — Company-provided benefit that provides short-term income for certain disabilities.
 - **Benefit:** Pay starts on the 4th day of disability, pays 100% of your basic weekly compensation up to the 90th calendar day, then pays 60% of your basic weekly compensation from the 91st calendar day through the 183rd calendar day. This benefit will be reduced by the benefit paid through a Hawaii Temporary Insurance (TDI) policy.
- **Long-Term Disability (LTD)³** — Company-provided benefit that provides income when you have a disability that continues beyond Short-Term Disability.
 - **Eligibility:** First day of the next month following 6 months of employment.
 - **Benefit:** 50% of predisability earnings.
- **Voluntary Long-Term Disability (LTD)³** — An optional benefit that increases your LTD and includes some tax advantages if you need to make a benefit claim. You may enroll at any time; however, enrollment after the initial eligibility period will require evidence of insurability and acceptance by the insurer. Please refer to the *Certificate of Coverage* for specific details and rates.
 - **Eligibility:** First day of the next month following 6 months of employment.
 - **Benefit:** 60% of predisability earnings.

² Employees classified as ACA seasonal, turnaround, casual, intern, or temporary are not eligible for Short-Term Disability.

³ Employees classified as ACA seasonal, seasonal, turnaround, casual, intern, or temporary are not eligible for Long-Term Disability.

Life insurance

Simplot's Life and Accidental Death & Dismemberment Insurance pays a benefit to your beneficiary if you die or to you if accidental dismemberment occurs.

- **Life and Accidental Death & Dismemberment (AD&D) Insurance** — Company-provided benefit.
 - **Basic Life Benefit:** Pays two-times your base annual salary up to a maximum of \$450,000.
 - **Basic Accidental Death & Dismemberment (AD&D) Benefit:** Pays two-times your base annual salary up to a maximum of \$450,000 for death; dismemberment benefit based on nature of injury.
- **Voluntary Life & Accidental Death & Dismemberment (AD&D) Insurance** — Optional Life and Accidental Death & Dismemberment Insurance policy you can purchase in addition to the company-provided policy. Coverage is also available for your spouse and children. Please refer to the Benefits Guide and the Certificate of Coverage for specific details, rates, and coverage amounts available.

Retirement and savings

Simplot offers important benefits to aid you in saving for retirement.

- **401(k) Savings Provision** — Developing a savings routine is one of the best ways to prepare for your future. You are strongly encouraged to start saving for your retirement as soon as possible, and there is no waiting period to begin participating. The Company will automatically enroll you at 6% if you do not actively decide otherwise. By participating, the Company will make a matching contribution on your behalf.
 - **Benefit:** The Company Match is 100% for the first 1%, and 50% on the next 5%, of your benefit-eligible earnings that you defer to the Simplot Retirement Savings Plan. In total, the Company may contribute up to 3.5% of your salary each pay period. You are 100% vested in this Company Match upon enrollment.
- **Simplot Retirement Contribution Provisions (RCP)** — In addition to the 401(k) plan feature, the Company will contribute a percentage of your benefit-eligible earnings into your Simplot Retirement Savings Plan account. These contributions begin with the first paycheck, and a vested right to the RCP benefit happens once you complete 3 years of vesting service. The contribution percentage is as follows:

Years of vesting service:	Less than 10 years	10 or more years
Contribution percentage:	4.5%	6.5%

The increase to 6.5% occurs the January 1st after the 10th year of vesting service is earned. Vesting service is defined under the Simplot Retirement Savings Plan, but it is generally defined as a calendar year in which you complete 1,000 hours. Please see the *Summary Plan Description booklet* for more information.

Need help?

Contact the Simplot Benefits Service Center at 800-254-3252.