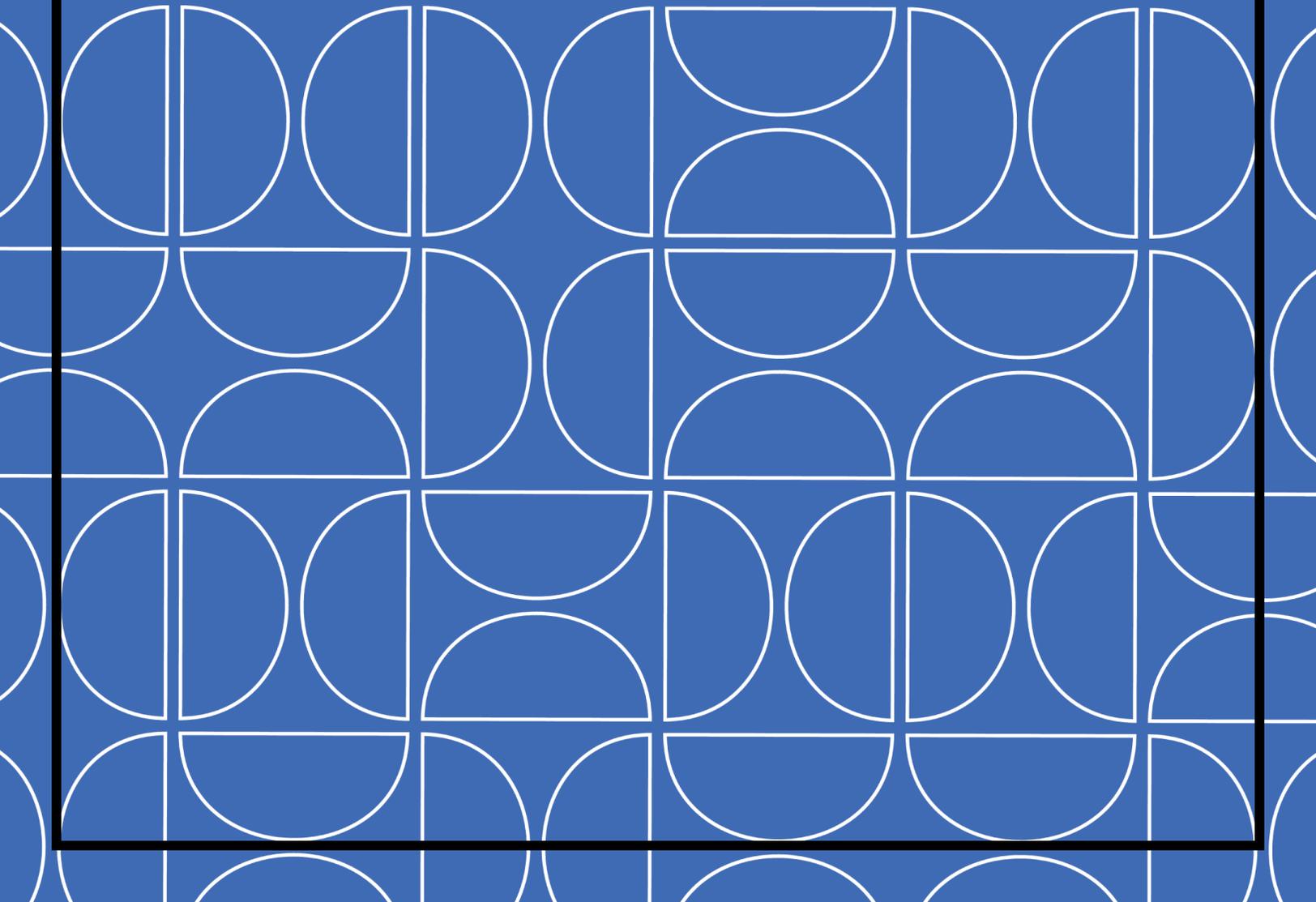




# RETIREMENT BOOKLET

Effective Jan. 1, 2026



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Retirement marks an exciting new chapter, and thoughtful planning can help you make the most of it. Whether you're just beginning to explore your options or are nearing your retirement date, this guide is designed to support you every step of the way. For additional questions, contact your local Human Resources Representative.

## Retirement Eligibility

All regular full-time employees are eligible for retirement if they meet the following criteria:

- Are at least 55 years of age, and
- Have a minimum of 5 years of service, and
- Their age plus years of service equals 65 or more

Note: Years of service include time spent with companies that have been acquired.

## Preparing for Retirement

### Morgan Stanley at Work

Preparing for retirement is a major milestone—and having the right guidance can make all the difference. Morgan Stanley at Work offers complimentary consultations to help you align your financial strategy with your retirement goals.

Whether you're just starting to plan or fine-tuning your retirement strategy, personalized expert support is just a phone call away. Schedule your first session today by calling **888.464.2075** to connect with a Morgan Stanley Financial Advisor. Explore topics such as:

- Retirement income planning
- HSA, 401(k), and life insurance strategies
- Budgeting / debt management
- Investment planning
- Estate and legacy planning
- And more – tailored to your unique goals

## Alliant Medicare Solutions (AMS) Premier

Understanding your healthcare options is a vital part of your overall retirement planning. AMS Premier, available at no cost to you and your family members, provides personalized education and expert guidance to help you make informed decisions.

With AMS Premier, you can receive support on topics such as:

- Individual / family insurance options
- Medicare planning and enrollment
- Social Security planning
- Finding in-network healthcare providers
- Dental and vision options
- And more

For additional details, refer to the AMS Premier flyer located in the appendix of this Retirement Booklet. Call AMS Premier at **877.631.2843** to begin planning for your healthcare needs in retirement.

## Medicare 101 Webinars

Alliant Medicare Solutions (AMS) Premier offers quarterly Medicare 101 webinars designed to help you better understand your Medicare options and prepare for healthcare in retirement. These sessions are open to anyone interested in learning more.

### 2026 Webinar Schedule:

- **Wednesday, Jan. 8**, 12 p.m. – 1 p.m. ET
- **Thursday, April 3**, 1 p.m. – 2 p.m. ET
- **Wednesday, July 9**, 1 p.m. – 2 p.m. ET
- **Thursday, Oct. 2**, 12 p.m. – 1 p.m. ET

To register, visit <https://my.demio.com/ref/Avn432vz9yqCZhcZ>  
or scan the QR code below.



## Health Savings Account (HSA)

As you prepare for retirement, it's important to review your HSA contributions and understand how they interact with Medicare. Knowing the rules and timelines around HSA contributions prior to enrollment in Medicare can help you make the most of your savings and avoid penalties.

Key items to keep in mind:

- If you actively delay Medicare enrollment while still working, you may continue contributing to your HSA.
- Once you enroll in any part of Medicare, you are no longer eligible to contribute to your HSA. This includes employer contributions.
- Because Medicare Part A can be retroactive for up to 6 months, you may want to consider stopping contributions 6 months prior to enrollment to avoid penalties.
- You can still use your existing HSA funds, tax-free, to pay for qualified medical expenses, including some healthcare premiums, even after enrolling in Medicare.

### Want to grow your HSA savings?

You can invest your HSA funds just like a 401(k).

Visit [HealthEquity.com/Investing101](https://HealthEquity.com/Investing101) or scan this QR code to learn more.



For personalized HSA contribution and investment guidance, contact Morgan Stanley at Work at **888.464.2075**. For questions about HSAs and Medicare, reach out to AMS Premier at **877.631.2843**.

## SupportLinc EAP

Retirement is a big life change — it's normal to have questions or mixed emotions as you prepare for this next chapter. The SupportLinc Employee Assistance Program (EAP) is here to help.

You and your eligible family members can access SupportLinc before retirement and for up to 18 months after your retirement date.

SupportLinc offers a wide range of confidential resources, including:

- Mental health and emotional well-being support
- Retirement tip sheets and planning tools
- Financial wellness and savings guidance
- Community resources and referrals
- And more

Log into SupportLinc.com (company code: steel) or call 888.881.5462 to speak with a licensed professional.

## Entering Retirement

### Benefits You Can Continue

| Benefit                        | Description                                                                                                                                                                                                                                                                                                                                                                      | Contact                                                                   |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| <b>Healthcare</b>              | <p>Your medical coverage will automatically continue through the end of the month in which you retire.</p> <p>You may elect to continue your current Worthington Steel medical coverage through COBRA, administered by WEX. Additional details below.</p> <p>You may also contact Alliant Medicare Solutions (AMS) Premier for personalized healthcare or Medicare guidance.</p> | <p>COBRA (WEX):<br/>877.837.5017</p> <p>AMS Premier:<br/>877.631.2843</p> |
| <b>Dental &amp; Vision</b>     | <p>Your dental and vision coverage will automatically continue through the end of the month in which you retire.</p> <p>You may continue your current Worthington Steel dental &amp; vision coverage as a retiree. You will receive payment instructions in the mail from WEX.</p>                                                                                               | <p>WEX:<br/>877.837.5017</p>                                              |
| <b>Life Insurance</b>          | <p>Coverage will terminate at midnight on your retirement date. However, you may convert or port your coverage to an individual policy by contacting Lincoln Financial within 30 days of your retirement date.</p>                                                                                                                                                               | <p>Lincoln Financial:<br/>877.321.1015</p>                                |
| <b>Legal Plan</b>              | <p>You may continue your access to the legal plan under an individual policy by contacting ARAG.</p>                                                                                                                                                                                                                                                                             | <p>ARAG:<br/>800.247.4184</p>                                             |
| <b>Columbus Fitness Center</b> | <p>Access to the Fitness Center is available during regular hours. Monthly payments can be made by cash or check (rates are subject to change).</p>                                                                                                                                                                                                                              | <p>Worthington Steel People Center: 614.840.3002</p>                      |
| <b>Barber Shop</b>             | <p>Access to the Barber Shop is available during regular hours. You must contact the Barber Shop and schedule your appointment in advance.</p>                                                                                                                                                                                                                                   | <p>Varies by Location</p>                                                 |

## Impact to Other Benefits

| <b>Benefit</b>                                   | <b>Description</b>                                                                                                                                                                                                                                                                                                                      | <b>Contact</b>                                                   |
|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| <b>Worthington Medical Center &amp; Pharmacy</b> | If you are a patient of the Worthington Industries Medical Center, or utilize the Worthington Industries Pharmacy, access to these services will end at the same time as your Worthington Steel medical coverage. If you elect the COBRA medical plan, you may continue to use the Medical Center services through your COBRA end date. | Medical Center:<br>888.490.3500<br><br>Pharmacy:<br>800.944.4515 |
| <b>Health Savings Account (HSA)</b>              | You may continue to use any available HealthEquity HSA funds toward qualified healthcare expenses in retirement. Your account will no longer be affiliated with Worthington Steel and administrative fees may apply.                                                                                                                    | HealthEquity:<br>866.346.5800                                    |
| <b>Employee Assistance Program (EAP)</b>         | EAP access automatically continues through COBRA, at no cost, for 18 months following your retirement date.                                                                                                                                                                                                                             | SupportLinc:<br>888.881.5462                                     |
| <b>Flexible Spending Accounts</b>                | You may continue to submit claims to HealthEquity for reimbursement of eligible expenses incurred through your retirement date.                                                                                                                                                                                                         | HealthEquity:<br>866.346.5800                                    |
| <b>401(k) Retirement Plan</b>                    | Voluntary and Company contributions end with your last regular and/or supplemental pay. See below for additional information. Contact Fidelity regarding withdrawal options.                                                                                                                                                            | Fidelity:<br>800.835.5095                                        |
| <b>Salary Plan</b>                               | Coverage terminates at midnight on your retirement date.                                                                                                                                                                                                                                                                                | Worthington Steel People Center: 614.840.3002                    |
| <b>Disability Insurance</b>                      | Coverage terminates at midnight on your retirement date.                                                                                                                                                                                                                                                                                | Worthington Steel People Center: 614.840.3002                    |
| <b>Tuition Reimbursement</b>                     | Coverage terminates at midnight on your retirement date. Any previously approved reimbursement requests that have not been paid are revoked.                                                                                                                                                                                            | Worthington Steel People Center: 614.840.3002                    |
| <b>Stock Purchase Plan</b>                       | Your participation will be discontinued after the last regular and/or supplemental check, however, your account will not automatically close. Contact Broadridge to discuss your options.                                                                                                                                               | Broadridge:<br>844.943.0717                                      |
| <b>Stock Options</b>                             | Any unvested stock options will be discontinued as of your retirement date. You may exercise vested options at any time before the earlier of 36 months from your retirement date <u>or</u> the expiration date specified in your grant agreement.                                                                                      | Worthington Steel People Center: 614.840.3002                    |
| <b>Restricted Stock</b>                          | Please contact your HR business partner regarding vested and unvested shares of stock.                                                                                                                                                                                                                                                  | HR Business Partner                                              |

## Healthcare Options

### COBRA Continuation Coverage

When you retire, your current healthcare coverage through Worthington Steel will automatically remain active until the end of the month in which your retirement occurs.

Starting the first day of the following month, you will have the option to continue your medical coverage through COBRA continuation coverage. This allows you to maintain your existing healthcare benefits for up to 18 months, with possible extensions in certain qualifying situations. The exact duration of your COBRA eligibility will be provided by WEX, our COBRA administrator.

You will receive a COBRA election notice by mail from WEX. From the date this notice is sent, you will have 60 days to enroll in COBRA coverage. If you choose to enroll, your coverage will be retroactive to the first day of the month following your retirement. WEX will also send you payment coupons and instructions shortly after your election is processed.

#### Important Notes:

- COBRA participants are not eligible for Company HSA contributions.
- If you became entitled to Medicare less than 18 months before your retirement, your dependents may be eligible for up to 36 months of COBRA coverage from the date of your Medicare entitlement.

For more information or assistance with COBRA, please contact WEX directly at 877.837.5017.

See the next page for 2026 COBRA rates.

| <b>2026 COBRA Rates<br/>(includes 2% administrative fee)</b> |                  |                        |                            |                                |                            |
|--------------------------------------------------------------|------------------|------------------------|----------------------------|--------------------------------|----------------------------|
| <b>Benefit Type</b>                                          | <b>Plan Name</b> | <b>Individual Only</b> | <b>Individual + Spouse</b> | <b>Individual + Child(ren)</b> | <b>Individual + Family</b> |
| Healthcare                                                   | HSA Blue Plan    | \$824.43               | \$1,830.73                 | \$1,466.95                     | \$2,558.26                 |
| Healthcare                                                   | HSA Green Plan   | \$760.24               | \$1,685.26                 | \$1,355.67                     | \$2,344.45                 |
| Healthcare                                                   | HRA Blue Plan    | \$899.68               | \$1,979.30                 | \$1,619.43                     | \$2,699.05                 |
| Healthcare                                                   | HRA Green Plan   | \$815.14               | \$1,793.31                 | \$1,467.26                     | \$2,445.43                 |
| Healthcare                                                   | PPO Plan         | \$905.78               | \$1,992.72                 | \$1,630.41                     | \$2,717.35                 |
| Dental                                                       | Value Plan       | \$18.87                | \$35.35                    | \$51.61                        | \$77.06                    |
| Dental                                                       | Premium          | \$32.63                | \$62.06                    | \$80.43                        | \$122.08                   |
| Vision                                                       | Value Plan       | \$9.35                 | \$13.29                    | \$15.74                        | \$25.15                    |
| Vision                                                       | Premium          | \$14.90                | \$21.14                    | \$25.03                        | \$40.01                    |

### **Alliant Medicare Solutions (AMS) Premier Guidance**

As a Worthington Steel retiree, you have access to Alliant Medicare Solutions (AMS) Premier—a personalized service designed to help you navigate your retirement healthcare options with confidence.

AMS Premier offers expert guidance and resources to support your transition, including:

- Individual health plan comparisons
- Medicare education and enrollment support
- Social Security planning assistance

You can connect with the AMS Premier team before or after retirement to explore the healthcare options available to you and your family. The AMS team of Medicare Advisors and licensed insurance agents can review information with you by phone. You can also explore their website for additional information and resources.

**AMS Premier Contact Information:**

**Phone:** 877.631.2843

**Website:** [www.amspremier.com](http://www.amspremier.com)



## 401(k) Retirement Account

Your 401(k) is 100% vested, including your personal contributions as well as the Company Contribution (3% of eligible wages) and the Company Match (50% up to the first 4% you contribute). The Worthington Steel plan offers an age 59 ½ withdrawal that permits active employees to take a distribution or rollover of employee and match contributions after age 59 ½.

You will continue to receive your voluntary and company contributions through your last regular pay and/or supplemental pay.

If you have an outstanding Fidelity loan, you have 90 days from your retirement date to pay off your loan or to set up ACH payments with Fidelity. If the loan is not paid in full, you will be taxed on the remaining balance. You may also be required to pay a tax penalty.

After your retirement date, please call Fidelity to discuss your distribution options. Options will vary based on your age and your account balance.

### Fidelity Contact Information:

**Phone:** 800.835.5091

**Website:** [www.401k.com](http://www.401k.com)



## Vacation

As a retiree, you are eligible to receive payment for any unused vacation. To qualify, you must work at least the number of days/weeks of eligible vacation into the year to receive your full unused vacation allotment. You can select one of two options:

1. You can receive a lump sum payment on your last paycheck. For example, if you have 10 days of unused vacation remaining when you retire, you will receive payment for 80 hours of vacation.

2. You can use the remaining vacation days to delay the beginning of your retirement. If you have 10 days of unused vacation remaining when you retire, your official retirement date will be 10 business days after your actual last day worked. Note: If you choose this option, you will not be able to access your Fidelity accounts until after your official retirement date.

## **Payroll**

### **Profit Sharing / Bonus**

You will be paid profit sharing (if applicable) for your last quarter worked through your official retirement date. Your profit sharing or bonus check will be paid on the next regularly scheduled profit sharing/supplemental pay date.

### **Final Paycheck**

Your last paycheck will be paid to you on the next regularly scheduled pay date through the same way your prior checks were processed. Please be sure to contact the Worthington Steel People Center at 614.840.3002 for any address changes.

## **Appendix**

### **Alliant Medicare Solutions (AMS) Premier Flyer**



MEDICARE SOLUTIONS

A Non-Government Entity

# How We Assist

At AMS Premier, we understand that hard work deserves peace of mind. **Our team of dedicated advisors is committed to helping you** based on your retirement goals and insurance preferences. **Together, we can** assist you with the following:



### Medicare Coordination

We understand the complexities involved in coordinating various aspects of Medicare, and we are here to provide expert assistance throughout the process.



### Individual and Family Insurance

Our experienced team of advisors is dedicated to providing comprehensive guidance and personalized attention to meet your specific needs.



### Social Security Planning

Determining the optimal time to draw Social Security benefits is a common and important question. We specialize in helping clients navigate this decision by providing unique and tailored guidance.



### Caregiver Support

Whether you are caring for an aging parent, a spouse or any family member in need of assistance, we are here to provide you with the resources and direction to navigate this important role.



### Dental and Vision Options

We prioritize your dental and visual health, and are dedicated to meeting your specific needs through personalized attention.



### Educational Support

We provide resources to help you make informed decisions. These include webinars, frequently asked questions, on-demand educational materials, etc.



### COBRA Alternatives

We provide options for those seeking health care coverage after a qualifying event, including viable alternatives to Consolidated Omnibus Budget Reconciliation Act (COBRA) coverage.



### Choosing the Right Carrier

Knowledge is key to understanding what questions to ask. Our team is here with answers so that you can make suitable carrier decisions.

**Together, we can create a well-informed plan for your future.** Speak with a dedicated advisor today: (877) 638-1413

