



Summary of Benefit Information at Separation

This document summarizes the impact that leaving the company will have on your Lubrizol benefits. In this document you will find information related to:

- Healthcare coverage (Medical/Rx, Dental, Vision)
- COBRA Coverage
- Other options for Healthcare
- Health Savings Accounts
- Retirement Plan Benefits
- Life Insurance
- Long Term Disability Insurance
- Vacation
- Dependent Care Accounts
- Tuition Reimbursement

Medical, Prescription, Dental and Vision Coverage

Your active medical/prescription, dental, vision and EAP (Employee Assistance Program) coverage will cease on the last day of the month in which you separate from Lubrizol.

COBRA Continuation Coverage

If you are enrolled in Lubrizol medical/prescription, dental or vision coverage, you may elect COBRA continuation coverage by actively enrolling. All benefit eligible employees are enrolled in the EAP at no cost while actively employed. You will be offered the EAP under COBRA. You have 60 days from receipt of the Notice of Right to Continue Group Health Coverage (COBRA Notice) to consider and make an election, or if later, the "Election Deadline" set forth in the notice. This notice will be mailed to your home separately from Aight, Lubrizol's COBRA administrator, to arrive within the next few weeks. If elected, coverage will be reinstated retroactive to the first day of the month following your separation date upon timely receipt of the COBRA enrollment and payment of the full premium due, if applicable. Typically, access to this coverage will last for up to 18 months; however, the length of your COBRA coverage may vary. The COBRA coverage you select will remain in effect until the earliest of the following events: 1) you cease to make the required payments, 2) you die, 3) the plan is terminated or 4) you become Medicare eligible.

Aight is Lubrizol's COBRA administrator. If you have questions about your COBRA eligibility or coverage or do not receive your COBRA enrollment information within about two weeks of your departure from Lubrizol, please call Aight at 844 747-1641 for assistance.

Please note: If you become eligible for Medicare after you elect COBRA coverage, you will no longer be eligible for COBRA coverage. Your elected coverage will end on the last day of the month immediately preceding your Medicare eligibility date. Your Medicare eligibility will not affect the ability of your dependents who do not qualify for Medicare to remain on COBRA coverage. However, if your dependent becomes Medicare eligible after electing COBRA coverage, the dependent's COBRA coverage will similarly end due to their Medicare eligibility.

Health Savings Account

If you were enrolled in one of Lubrizol CDHPs while employed at Lubrizol, you may have a Health Savings Account (HSA). The HSA is a personal savings account that you can continue to access after you leave Lubrizol. All funds in your HSA, including funds contributed by Lubrizol, are yours to keep. The account, administered by Optum Bank, will disassociate from Lubrizol and the monthly

administrative fee paid by Lubrizol will be deducted from your account while you keep the account open. You can continue to use your debit card and HSA funds tax-free to pay or be reimbursed for qualified medical expenses even if you are no longer covered by a high deductible health plan.

For more information, contact Optum at 866 234-8913 or log into <http://optumbank.com/>.

Options for Healthcare

Pre-Medicare – Via Benefits offers a selection of plans from the nation’s largest insurers, along with assistance from licensed benefit advisors to help you find and enroll in a health plan that fits the needs of you and your family. Contact Via Benefits at (800) 591-2611 for assistance in finding pre-Medicare coverage. For the best experience with Via Benefits, call no earlier than two weeks after your date of departure from Lubrizol.

Medicare Eligible – For supplemental coverage beyond Medicare, you and your Medicare-eligible dependents can call Via Benefits at (855) 241-5724. Via Benefits can help you or your Medicare-eligible dependents choose a plan that is best for the Medicare participant. **It is important to pay careful attention to the timing of Medicare enrollment.** If you do not enroll in Medicare after you retire and during the Medicare approved enrollment periods, Medicare will impose a permanent 10% premium increase. For additional information about Medicare enrollment timing and other Medicare-related matters, visit www.medicare.gov, or contact Medicare at 800-MEDICARE or your local Social Security office. For the best experience with Via Benefits, call no earlier than two weeks after your date of departure from Lubrizol.

Health Reimbursement Account (If applicable)

In addition to helping with finding coverage, Via Benefits administers Health Reimbursement Accounts (HRAs) for eligible Lubrizol pre-65 retirees and their eligible pre-65 spouses. The annual HRA contribution, provided by Lubrizol, is \$6,000 for eligible pre-65 retirees and \$3,000 for eligible pre-65 spouses, and may be used to reimburse eligible premium expenses. You must contact Via Benefits to “opt in” to receive the HRA contributions. Contact Via Benefits at (855) 241-5724 to opt in to the HRA. Refer to the Benefits Resource Guide to determine eligibility based on service requirements.

Retirement Plan Benefits – Timing of Distributions

Profit Sharing and Savings Plan and Pension Plan (if applicable) – Benefits are explained in greater detail in the Benefits Resource Guide.

Profit Sharing and Savings Plan– You may request a distribution of your Profit Sharing and Savings Plan balance any time after your separation date subject to any regulations in place at the time of your request. Separate distribution forms may be obtained from the Empower participant website at or by calling the Empower Information Line at 833-698-0797. All applications and forms must be mailed to Empower. While a distribution can be requested at any time, Empower must receive your retirement or termination date from Lubrizol before they can process a distribution request. This notification typically takes one week from your separation date. Do not send distribution paperwork to Empower until at least one week after your date of departure from Lubrizol.

If you have an outstanding loan or loans from Profit Sharing and Savings Plan, please contact the Empower information line at 833-698-0797 to discuss your repayment options. Note there may be tax consequences for failing to repay outstanding loans from the 401(k). Please consult your tax advisor.

Pension Plan (if applicable) – If you were a participant in the Pension Plan, please contact the Berkshire Hathaway Pension Service Center (BHCPP) at 877-459-2403 to request an Estimate of Benefits or discuss distribution options. It can take up to 3 weeks from your separation date for your

termination to be processed by the Pension Service Center. Typically, your benefit payment from the Pension Plan may occur 1-2 months after your Benefit Commencement Date. Please contact the BHCPP for additional information on the timing of your benefit payment.

Please note: If you commence your pension benefit while receiving your long-term disability (LTD) income benefit, your LTD income benefit will be offset (reduced) by the amount of your pension payment. It is your responsibility to notify your disability contact at The Standard or The Hartford if you commence your pension benefit.

Lubrizol hiring policies generally preclude rehiring a former employee who has taken distributions from the Pension Plan and/or Profit Sharing and Savings Plan. If it is likely you may return to active employment with Lubrizol, then you may wish to refrain from taking distributions from these plans.

Life and Long-Term Disability Insurance

Your Basic Life Insurance, Supplemental Life Insurance and Dependent Life Insurance is a Group Term Life Insurance benefit and will cease on your separation date. Basic Life Insurance is typically two times your eligible pay unless an alternate was selected.

You may port or convert all or part of the life insurance you had in force on the last day of your employment, at your own expense, without taking a physical examination.

To port means moving your coverage from a group term policy, subject to a maximum of \$1,000,000. The amount of ported insurance decreases to 65% at age 65 and the rates increase with age and are subject to change. To convert means moving to an individual whole life policy. The converted coverage amount never decreases due to age and the rate is locked in at the time of conversion.

Securian Life will mail information to your home within about two weeks of your departure from Lubrizol regarding your options to port or convert any part of your life insurance. You will work directly with Securian if you choose to port or convert any coverage. If you have questions, please contact Securian at (877) 491-5265.

Your long-term disability insurance coverage will cease upon termination of employment. If you are currently receiving long-term disability payments, they may continue based on your medical status as certified by the long-term disability carrier.

Other Benefits

Vacation

Vacation cannot be used to extend active employment. You will be paid your remaining accrued and unused vacation (including vacation buy) in your final pay. If you used unaccrued vacation time, the funds for used but unaccrued hours will be withheld from your final pay. Upon termination of employment for any reason, employees will receive pay for all unused Vested Vacation Days and Purchased Vacation Days. At no time can the payout of unused Vested Vacation days and/or Purchased Vacation Days allow an employee to be paid more than 52 weeks' pay for a calendar year. For example, an employee terminating on December 31 with 3 days of unused Vested Vacation Days will not be paid out for the Vested Vacation Days upon termination.

Dependent Care

If you elected to use a dependent care account, contributions to that account cease at separation and you have up to 90 days after your separation date to submit claims for services rendered prior to your separation date.

Tuition Reimbursement

If you received tuition reimbursement payments within the last 24 months, repayment may be required. Please refer to the Tuition Reimbursement Policy.

Questions? Active employees should enter an inquiry in MyHR. If you have already left Lubrizol and no longer have access to MyHR, email benefits@lubrizol.com.

DISCLAIMER: This summary is not intended to be a comprehensive description of the terms of the applicable legal plans. If there are any conflicts between the information provided here and legal plan documents, the legal plan documents will govern. This overview is not intended to be relied upon for tax advice; consult your tax professional. Participation in the benefits program and eligibility for the benefits described in this overview are determined under the legal plan documents, as they may be amended from time to time, and applicable law. Participation in the benefits program does not constitute a right to continued employment with Lubrizol. While it is Lubrizol's intent to continue these programs, we reserve the right to amend or terminate them at any time for any reason. If you have any questions about your benefits, please submit a general benefits inquiry in MyHR.