



Welcome to 2026 Benefits Open Enrollment!

November 3 – 14, 2025

At Elanco, we enrich the lives of our employees and their families by providing a variety of benefits in support of your physical, mental, and financial wellbeing.

This is your annual opportunity to review your benefits and make your elections for the next plan year, effective January 1, 2026. The US benefits enrollment period starts **November 3 at 8 a.m. ET** and ends **November 14 at 5 p.m. ET**. Take a moment to review what's new for 2026, then choose what's best for you and your family in the year ahead.

What's New in 2026?



Updates to your medical and dental employee contributions

At Elanco, your well-being matters, and we understand healthcare costs can be a main financial concern. To be able to continue offering competitive, quality healthcare benefits, we partner with our vendors to actively manage our offerings and control expenses.

For 2026, medical and dental employee premium contributions will increase due to rising costs and higher plan utilization. Even with the increase, Elanco continues to cover a significant portion of the total healthcare plan cost—approximately 83%—which is well aligned to market benchmarks.

Good news—vision plan contributions remain unchanged for 2026! To review all contributions for the upcoming year, review the [2026 Benefits Guide](#).



New pharmacy utilization management programs

In partnership with CarelonRx, our prescription drug provider, we are implementing new programs to support you in managing your medications responsibly and effectively. These initiatives focus on promoting safe and cost efficient medical use, all designed to enhance your overall health. [Click here](#) to learn more about them.



New eldercare coverage

We are excited to announce our Upwards benefit is expanding in 2026 to include eldercare. This means you now have a resource to help you find support for your aging family members. This can help you manage the needs of your elderly relatives while you are at work. [Click here](#) to learn more.



Revising the full-time eligibility criteria

To ensure compliance with the Affordable Care Act (ACA), we are revising our full-time eligibility criteria for benefits. Starting in 2026, the full-time employee definition will change from an active employee regularly scheduled to work a minimum of 20 hours per week to an active employee working an average of 30 or more hours of service per week. If you have questions on whether this change affects your eligibility for benefits, open a [Benefits Inquiry](#) or call 1-877-ELANCO5.



Timing for Qualifying Life Events

Changes to your benefits outside of Open Enrollment are only permitted if you experience a Qualifying Life Event (QLE), such as getting married, divorced, having a baby, dependent status change, etc. For most QLEs, you have a strict 30-day timeline from the date of the event to make your benefit changes.

Great news for new parents! We're excited to share an important update: the QLE timeline for newborns has been extended from 30 to 60 days! This gives new parents more flexibility and peace of mind during this special time.



Changes to 401(k) contribution rules and limits

The IRS is updating rules and limits related to 401(k) plans:

- If you are age 50 or older and your FICA wages in 2025 are more than \$145,000*, your catch-up contributions (and enhanced catch-up contributions, if eligible) must be made on a Roth (after-tax) basis. They can no longer be made on a pre-tax basis per IRS regulations.
- In 2026, the IRS contribution limit for pre-tax is \$24,500**. If you are over age 50, you can make catch-up contributions up to \$8,000**, for a combined IRS limit of \$32,500**. If you are age 60-63, you can make enhanced catch-up contributions up to \$11,500**, for a combined IRS limit of \$36,000**. [Click here](#) to learn more.
- Need to change your contributions? Visit www.netbenefits.com to review or update your contribution elections anytime. Plus, stay informed about the upcoming Secure 2.0 Roth catch-up change and how it might impact your retirement savings by [clicking here](#).

*FICA wages are reported on Form W-2, Box 3, and the amount is indexed annually.

**Estimates only.



Increases to annual limits for savings and spending accounts

Health Savings Account (HSA) and Flexible Spending Account (FSA) contribution limits are increasing for 2026.

2026 Health Savings Account Limits

- Individual coverage: \$4,400
- Family coverage: \$8,750
- Catch-up contributions: Individuals 55 or older can contribute an additional \$1,000 annually

Remember, HSAs are a fantastic way to save for current and future healthcare expenses, offering a triple-tax advantage:

- Contributions are tax-deductible
- Investments within the account grow tax-free
- Withdrawals for qualified medical expenses are also tax-free

2026 Flexible Spending Account Limits

- Health and Limited Purpose FSAs: \$3,400
- Dependent Care FSA: \$7,500

Utilize your FSA to pay for qualified medical expenses using tax-free dollars, making healthcare more affordable.

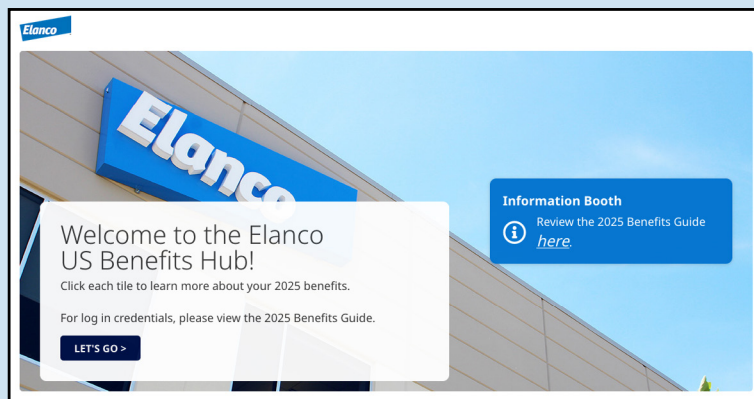


Visit the Elanco US Benefits Hub Today!

For more details on these changes and to explore all of the US benefits Elanco offers, review the 2026 Benefits Guide available on the **Elanco US Benefits Hub** at elancousbenefitshub.com! You and your family members can visit this resource 24/7.



username: **elancous**
password: **usbenefits**



How To Enroll

Follow these steps to enroll in 2026 benefits between **November 3** and **November 14, 2025**:

1. Navigate to your Workday Inbox in the top-right corner of your Workday homepage.
2. Access the “Open Enrollment Change” task from your inbox.
3. Click the “Let’s Get Started” button.

If you miss this year’s Open Enrollment, you may not be able to make changes to your coverage until the next Open Enrollment period in November 2026, unless you experience a Qualifying Life Event (e.g., marriage, birth, divorce, etc.).

For benefits enrollment questions, Open a Benefits Inquiry via [The Spot](#) or call 1-877-ELANCO5.

Statement of Material Modifications

This 2026 “What’s New in 2026?” summary constitutes the Summary of Material Modifications (SMM) for Elanco US Inc. Health and Welfare Plan, Plan No. 504. The SMM describes material modifications to the Plan and changes in the information required to be included in the Plan’s Summary Plan Description (SPD). You should read this SMM carefully and keep it with the January 1, 2024 SPD, and please share these materials with your covered family members.

The official Plan document governs participants’ and beneficiaries’ rights to benefits, benefit decisions, and Plan administration. If there are any differences between this SMM or the SPD and the official Plan document, the Plan document will control in all cases. If there are any errors in this SMM, Elanco, or its designee, reserves the right to correct such errors. Elanco reserves the right to amend, modify, or terminate the Plan at any time and for any reason. Participation in the Plan is not a guarantee of continuing employment.