

BENEFITS AT QUANEX

THE QUANEX CREED
CONTINUOUS IMPROVEMENT AND INNOVATION
RESPECT WITH OPEN AND HONEST COMMUNICATION
EXCELLENT CUSTOMER SERVICE
EXEMPLIFY SAFE AND HEALTHY LIVING
DO THE RIGHT THING

Quanex offers a dynamic workplace that acknowledges, motivates and rewards our employees for their contributions through a competitive compensation and benefits package. Benefits-eligible employees start coverage on the first day of the month following their date of hire, with access to a range of programs and resources that promote total well-being.

MAINTAIN AND IMPROVE HEALTH

MEDICAL PLAN

Employees can choose between two Preferred Provider Organizations (PPO) Medical Plan options administered by Blue Cross and Blue Shield of Texas. The Prescription Drug benefits are administered by CVS. Medical Plan services are offered to employees who enroll, including Translucent, a surgery support service.

	TRADITIONAL PLAN	HEALTH SAVINGS PLAN
Feature	In-Network Only	
Preventive Care	Plan pays 100% (no deductible)	
Employee Contributions	Higher than the Health Savings Plan	Lower than the Traditional Plan
	Reduced Healthy Living rates are offered for being nicotine-free	
Deductible	Individual: \$1,000; Family: \$2,000	Individual: \$2,000; Family: \$4,000
Coinsurance	You pay 20% after the deductible for most services, plus any applicable copays	You pay 20% after the deductible for most services
Prescription Drug	Employees pay copays	Employees pay coinsurance after the deductible is met
Out-of-Pocket Maximum	Individual: \$3,500; Family: \$7,000	
Account Options	Health Care Flexible Spending Account (FSA) through PayFlex to which only employees can contribute	Health Savings Account (HSA) through Fidelity Investments to which employees and Quanex can contribute. Quanex annually contributes ¹ : Individual: \$350; Family: \$700

¹Prorated based upon date of hire.

DENTAL AND VISION PLANS

DENTAL PLAN	VISION PLAN
<ul style="list-style-type: none"> • Provides coverage for preventive, basic, major and orthodontia services • Administered by Delta Dental 	<ul style="list-style-type: none"> • Provides coverage for regular eye exams and materials, including an annual allowance for lenses, frames and contact lenses • Includes safety glasses coverage, even if employees do not elect to participate in the Plan • Administered by VSP

SAVE FOR THE FUTURE

401(k) PLAN

The 401(k) Plan, recordkept by Fidelity Investments, helps employees save for retirement and invest their money for potential growth. Here's an overview how the benefit works:

- Newly hired employees will be automatically enrolled at a 3% contribution rate.
- Quanex matches a portion of employees' pre-tax and/or Roth contributions, up to a percentage of their eligible pay.
- Employees can choose from a variety of contribution types and investment options based on what works best for their personal financial situation.
- Employees can also roll over contributions from a previous employer's 401(k) plan to consolidate their retirement benefits.

EMPLOYEE STOCK PURCHASE PLAN

Employees can also save through the Quanex Employee Stock Purchase Plan, administered by Equiniti, which allows employees to purchase company stock at market price with a 15% company match.

PREPARE FOR THE UNEXPECTED

INSURANCE PLAN

Quanex offers Life and Accidental Death and Dismemberment (AD&D) Insurance through Lincoln Financial Group at no cost to employees. The Basic Life and AD&D Insurance is equal to 1.5x annual earnings. Employees also can purchase additional coverage for themselves, and their spouse and/or child(ren).

DISABILITY PLAN

In the event of disability, Quanex provides Short Term Disability (STD) and Long Term Disability (LTD) coverage through Lincoln Financial Group at no cost to employees. STD provides 100% or 60% of weekly earnings for up to 26 weeks, based on years of service. LTD pays 60% of monthly earnings after the 26-week STD period.

ENJOY LIFE OUTSIDE OF WORK

WELLNESS AND WORK-LIFE PROGRAMS

- Paid Time Off, Holidays and Flexible Work Schedules
- The Employee Assistance Program
- The Vitality Wellness Program
- The Education Assistance Program (featuring the University of Arizona Global Campus)
- The Quanex Foundation Matching Gifts Program
- Premium subscription to **CARE.COM**
- Bank of America Preferred Rewards program

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