

Benefits to fit your life.

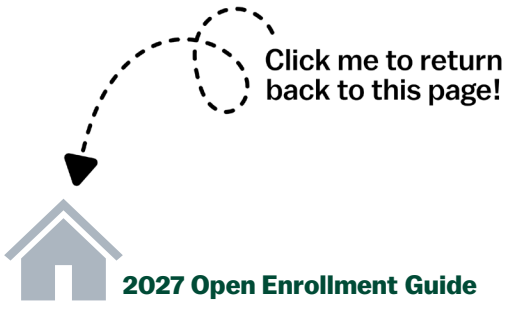
2027 Open Enrollment Guide

Enroll November 2-18, 2026

M&T Bank

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Benefits to Fit Your Life

Your benefits should work for the life you live today and help you prepare for what's ahead.

For 2027, M&T Bank continues to offer a broad range of benefits, programs and resources to support your physical, emotional, financial and social wellbeing. With more choice and new offerings, you can select the coverage and support that best meet your needs.

What's New for 2027

Medical Plan Options

- NEW! Basic HDHP, a high-deductible health plan with a Health Savings Account (HSA)
- Core HDHP (current 2026 plan)
- NEW! Premier PPO (preferred provider organization)

Prescription Drugs

Expanded savings opportunities through CVS Caremark for non-covered drugs like Wegovy when used to treat non-diabetes-related conditions.

Healthcare Premiums

How much you pay for medical will depend on the plan you choose, whom you cover and your frozen earnings. Vision premiums will increase slightly.

Working Spouse or Domestic Partner Surcharge

A $50 per-pay surcharge will apply if your working spouse or domestic partner has access to other employer-sponsored medical coverage but enrolls in an M&T medical plan.

Supplemental Health Benefits

Add extra financial protection to your medical coverage with Critical Illness and Accident plans designed to help you manage unexpected expenses.

Expanded Health Support

Access top-quality providers through Aetna and Carrum Health for complex surgeries (e.g., bariatric, spine, cardiac), cancer treatment, transplants and other specialized care needs when you enroll in an M&T medical plan.

Enhanced programs and resources for heart and digestive health, behavioral health, virtual care **(now $0 for 2027)**, pregnancy and postpartum support and care navigation.

Additional Protection

You can customize and supplement your M&T benefits with added protection for greater peace of mind with a Legal Plan and Identity Theft Protection.

Action Required!

Unlike prior years, you must submit your elections by 11:59 p.m. ET on November 18, otherwise:

- You will not have M&T medical coverage in 2027.
- You will not be able to contribute to a Spending Account.
- You will not be enrolled in PTO Buy.

Your current elections for dental, vision, life insurance and long term disability (LTD) will carry over to 2027.

Have Questions?

Contact the HR Service Center Monday – Friday, 8:30 a.m. – 4:30 p.m. ET.

Benefits Eligibility

Full-time employees regularly scheduled to work 30+ hours per week are eligible for the benefits described in this guide. Part-time employees scheduled to work 10 to 29 hours per week are eligible for most benefits, excluding long term disability and PTO Buy.

Eligible Dependents

Spouse or domestic partner

Your legal spouse (excluding common-law spouses) or same- or opposite-sex domestic partner is eligible for coverage. Domestic partners must meet certain eligibility requirements.

Children

Your eligible children under age 26 include your biological children, legally adopted children, children placed with you for adoption, stepchildren, children of your domestic partner, and children for whom you, your spouse or your domestic partner have legal guardianship. Disabled adult children may also be eligible for coverage.

Dependent Verification

Before enrolling dependents in coverage, you must provide documentation verifying their eligibility. Review the Benefits Eligibility page on MTBWell.com for a list of acceptable documentation and upload any required documents in Workday.

How to Enroll

Choose your 2027 benefits November 2 – 18 on Workday

Open Enrollment is your annual opportunity to enroll in, change or cancel your benefit elections for 2027.

After Open Enrollment ends, you can make changes only if you experience a qualifying life event, including marriage, divorce or legal separation, birth or adoption of a child, obtaining legal guardianship of a child, death of your dependent, changes in your spouse's employment status, gain or loss of other coverage, or a material plan modification. Otherwise, you'll need to wait until the next Open Enrollment period.

- ❑ Review your Open Enrollment materials, including this guide and MTBWell.com, so you understand your options and are empowered to choose the coverage that best fits your needs and budget.
- ❑ Decide who will be covered by your benefits. You may add eligible dependents during Open Enrollment.
- ❑ Enroll on Workday by 11:59 p.m. ET on November 18.
- ❑ Confirm your elections. Print and review your confirmation from Workday and immediately report any errors to the HR Service Center at 1-877-473-4732.

Choosing a Medical Plan

M&T invests in comprehensive health care benefits, programs and resources that help you access quality care, manage costs and support your overall well-being.

Start Here - How Do I Choose A Medical Plan?

M&T recognizes the impact rising healthcare costs can have on you and your family. For 2027, you'll have more flexibility and choice with three Aetna medical plan options, each including prescription drug coverage through CVS Caremark.

Step 1: How Much Healthcare Do You Expect to Use?

Do You Expect...

Low healthcare use?	Moderate healthcare use?	High healthcare use?
Examples: • Annual physical • Occasional urgent care visit • Few or no prescriptions	Examples: • Several provider visits • A few prescriptions • Occasional specialist care	Examples: • Ongoing medical conditions • Frequent specialists • Multiple prescriptions
→ Start by looking at the Basic HDHP	**→ Start by looking at the Core HDHP**	**→ Start by looking at the Premier PPO**

Step 2: Review How Much You Have Saved for Healthcare Expenses

Medical plans offer different levels of financial protection.

Ask yourself:
If an unexpected medical event occurred early in the year, would I be comfortable paying a higher deductible before the plan begins sharing costs?

Employees with established savings or an HSA balance may be more comfortable with a higher deductible plan, while others may prefer a plan with more predictable costs when care is needed.

Step 3: Compare Premiums and Out-of-Pocket Costs

When comparing medical plans, it's important to look beyond the amount deducted from your paycheck. Think about your total potential cost.

Your total healthcare costs may include:

- Premiums
- Tobacco Surcharge
- Working Spouse or Domestic Partner Surcharge
- Deductibles
- Copays
- Coinsurance
- Prescription drug costs
- Out-of-pocket expenses



A plan with lower premiums may cost more when you receive care, while a plan with higher premiums may provide greater cost predictability throughout the year.

Step 4: Check Whether Your Doctors and Specialists Participate in the Applicable Network

Provider access can be just as important as cost. Even though all plans are administered by Aetna, provider participation and cost-sharing may vary by plan.

Check that the doctors, specialists, hospitals, and healthcare facilities you use most often participate in the Aetna Choice® POS II (Open Access) plan network.

If you're considering the Premier PPO, ensure your providers are in network, but also check whether your providers have the Quality & Effective Care badge using the Aetna DocFind tool. This badge identifies providers who participate in the plan's preferred provider tier with the lowest cost sharing. Be sure to compare the preferred provider plan design against the in-network plan design because they do differ.

⚠ **Don't Assume Your Current Providers Are Covered the Same Way**
While Aetna remains the administrator for all three medical plans, cost-sharing differs by the plan and providers you see.

Step 5: Understand the Trade-Offs of Each Plan

The Basic and Core plans are High-Deductible Health Plans (HDHPs), which generally have lower paycheck costs and can be paired with a Health Savings Account (HSA). The Premier Plan is a Preferred Provider Organization (PPO), which generally has higher paycheck costs but offers copays for many services.

	Basic HDHP	Core HDHP	Premier PPO
The tradeoff	Lower payroll deductions may mean higher costs when you need care	Balances payroll deductions and out-of-pocket costs	Higher payroll deductions may provide more predictable (possibly lower) costs when care is needed
HSA Eligible?	Yes	Yes	No
Employer HSA contribution available?	Yes*	Yes*	No
Think of this plan as...	"I'm healthy and want to keep more money in my paycheck."	"I want the middle ground."	"I use healthcare regularly and want greater cost predictability."

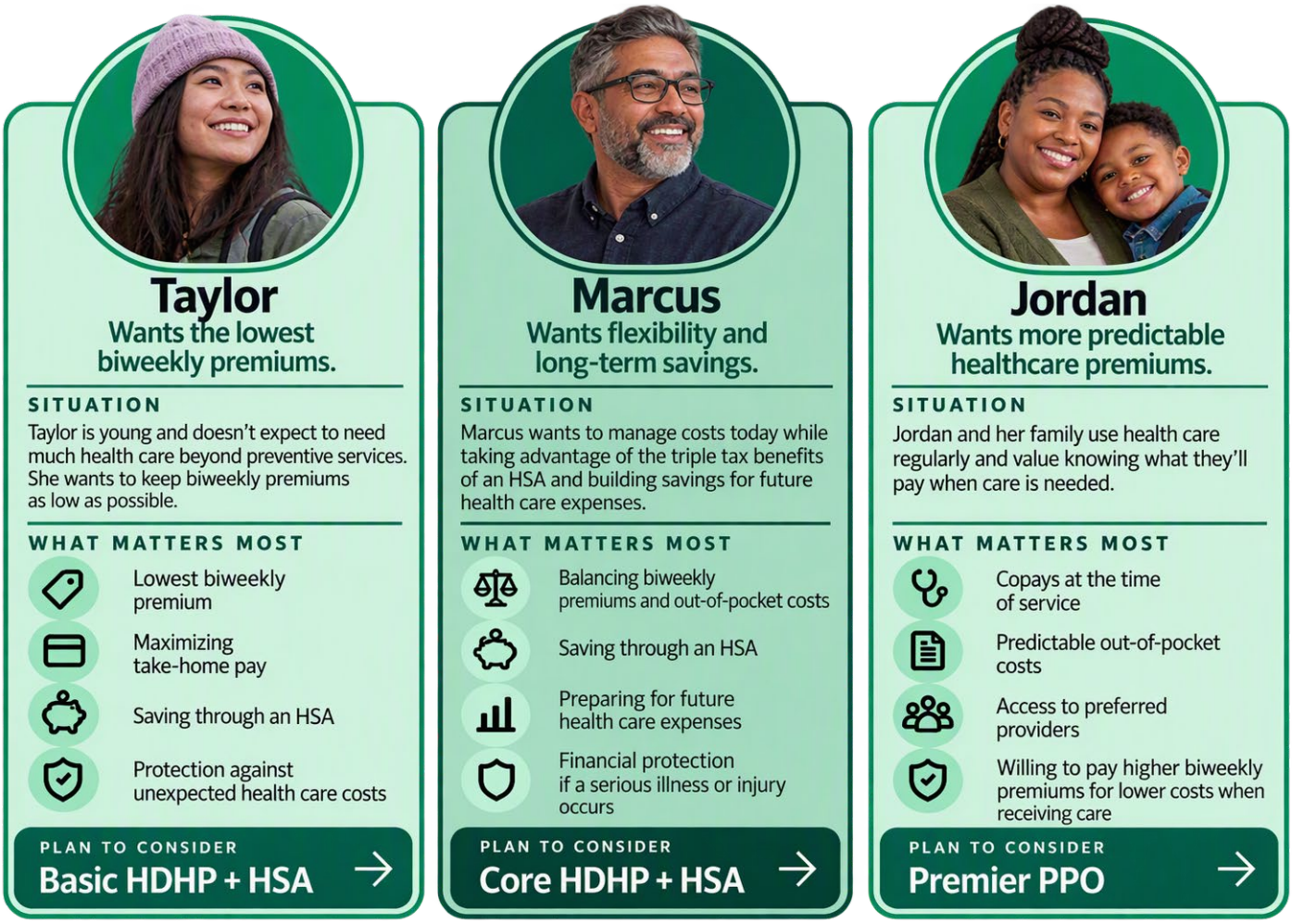
**Employees making less than $100K may be eligible to receive an employer contribution to the HSA*

All three plans:

- Allow you to use any provider, though you'll pay less when using network providers.
- Cover preventive care at 100% from in-network providers.
- Include an annual out-of-pocket maximum, after which the plan pays 100% of covered expenses for the remainder of the year.

Step 6: Make a Confident Choice

Everyone's healthcare needs are different. Review the scenarios below to determine the right medical plan to fit your needs, priorities and budget.



These examples are designed to help you think through your options, but there is no one-size-fits-all choice. After reviewing your expected healthcare needs, provider preferences, potential costs, and comfort level with out-of-pocket expenses, choose the plan that best supports your situation for 2027.

Remember: No plan is "better" than another. The right plan is the one that works best for your healthcare needs, budget, and provider preferences.

Get More From Your Aetna Benefits

Once your 2027 coverage begins, Aetna One Advocate (A1A) is there to help you navigate your benefits and care. Connect with A1A when you have questions or need support and scan the QR code to download the Aetna Health app for convenient access to your plan information and resources on the go.

Connect with Aetna One Advocate by calling 866-925-0353.

Medical & Prescription Plan Comparisons

The tables below provide a side-by-side comparison of the 2027 medical plan options. Use the information below to compare deductibles, out-of-pocket maximums, prescription coverage, and other key plan features.

Medical Coverage

	Basic HDHP	Core HDHP	Premier PPO	
			Preferred Provider	In-Network
Annual Deductible (Single/Family*)	$4,000/$8,000	$2,000/$4,000	$2,000/$4,000	
Out-of-Pocket Maximum (Single/Family*)	$8,000/$16,000	$4,000/$8,000	$4,000/$8,000	
Preventive Care	100% covered			
Primary Care Visit	30% after deductible	20% after deductible	$30 copay	$50 copay
Specialist Visit	30% after deductible	20% after deductible	$50 copay	$80 copay
Urgent Care	30% after deductible	20% after deductible	-	$85 copay
Emergency Room	30% after deductible	20% after deductible	-	$350 copay
Hospital Room & Board	30% after deductible	20% after deductible	-	20% after deductible

**The Family deductible and out-of-pocket maximum applies to Employee + Child(ren), Employee + Spouse/Domestic Partner and Family coverage*

Additional Protection

You can elect Critical Illness and Accident coverage at group rates to help you manage unexpected medical expenses. If you earn less than $100,000 and enroll in the Basic HDHP, M&T will provide Critical Illness and Accident coverage at no cost. Learn more on page 11.

Prescription Coverage

	Basic HDHP	Core HDHP	Premier PPO
Annual Deductible	Combined with Medical (applies to non-preventive drugs)		N/A
What You Pay For 30-Day Supply			
Generic	$10		
Brand Preferred	25% ($25 min/$65 max)		
Brand Non-Preferred	35% ($40 min/$120 max)		
What You Pay For 90-Day Supply			
Generic	$20		
Brand Preferred	$70		
Brand Non-Preferred	$120		

Prescription Discounts

Save on Wegovy® when prescribed for non-diabetes conditions through CVS Caremark®, with additional savings opportunities available for certain non-covered medications.

Working Spouse or Domestic Partner Surcharge

M&T continues to provide comprehensive medical coverage and pays a significant portion of healthcare costs on behalf of employees and their covered family members. As healthcare costs continue to rise, we regularly review our plans to ensure they remain competitive, affordable, and sustainable.

Beginning January 1, 2027: Working Spouse or Domestic Partner Surcharge

$50
per pay period

When It Applies
Both conditions must be true:

1. Your spouse or domestic partner is eligible for medical coverage through their own employer.
2. They choose coverage under an M&T medical plan.

When It Doesn't Apply
It does not apply if your spouse or domestic partner:

- has no access to employer-sponsored medical coverage;
- enrolls in their own employer's medical plan; or
- is employed by M&T.

Why Is M&T Introducing this Surcharge?

Over time, more spouses/domestic partners who have access to coverage through their own employers have elected coverage under the M&T medical plan. One reason is that M&T's employee contribution rates are often highly competitive compared to other employer-sponsored plans.

At the same time, spouses/domestic partners represent one of the highest-cost populations covered under our medical plan.

Without changes, those increasing costs would need to be absorbed by the plan as a whole, potentially resulting in higher costs for all participants.

The surcharge helps encourage families to evaluate all available coverage options while supporting the long term affordability and sustainability of the medical plan for employees and their dependents.

What Should I Do If I Cover My Spouse or Domestic Partner?

If your spouse/domestic partner has access to medical coverage through their employer, take time to compare both plans before enrolling.

When comparing coverage options, consider the complete financial picture, including payroll deductions, deductibles, out-of-pocket maximums, provider networks, prescription coverage, and any applicable spouse surcharge.

Every family's situation is different, which is why we encourage employees to compare all available coverage options before making an enrollment decision.

Already past your spouse or domestic partner's enrollment period?

If your spouse or domestic partner is considering enrolling in their employer's medical plan for 2027, they may still have an opportunity to make a change. Have them contact their employer to find out whether the new M&T surcharge allows them to change their election and, if so, what timing and documentation requirements apply.

Tobacco Surcharge

M&T encourages employees and their covered dependents to be tobacco free. If you or a covered dependent uses tobacco, a surcharge will be deducted from each pay. You can take action to have the surcharge waived.

Tobacco Surcharge

$20
per tobacco user,
per pay period

$60 family maximum per pay period

When It Applies

A surcharge applies for each tobacco user enrolled in M&T medical coverage.

For current employees, a tobacco user is anyone who, at any time after July 1 of the current plan year, uses cigarettes, cigars, pipes, chewing tobacco, e-cigarettes, e-vaporizers, or another nicotine delivery device, regardless of frequency.

When It Doesn't Applies

Certify the number of tobacco users covered by your medical plan in Workday.

Select "0 Tobacco Users" if no one covered by your plan meets the definition. If someone later becomes a tobacco user, update the designation in Workday.

You Can Have the Surcharge Waived

A tobacco user can have the surcharge waived by receiving tobacco cessation counseling from their physician.

How to Request a Waiver

1. Complete tobacco cessation counseling with your physician.
2. Ask your physician to complete the Tobacco Counseling Certification form, then complete the employee section.
3. Submit the completed form to the HR Service Center through ServiceNow.
4. After the HR Service Center receives proof of counseling, the surcharge will stop in the following pay period.

Important Information

A tobacco user can have the surcharge waived by receiving tobacco cessation counseling from their physician.

New Hires or Mid Year Changes

Tobacco use is based on whether the individual used a tobacco or nicotine product at any time during the 90 days before becoming eligible for the plan.

Good to Know

The M&T Medical Plans cover prescription tobacco cessation medications.

Unless waived, the surcharge remains in effect for the full plan year.

Supplemental Health Benefits

Your medical plan helps pay for covered healthcare services. However, you may still be responsible for deductibles, copays, coinsurance and other out-of-pocket costs. **Critical Illness** and **Accident** coverage can provide an extra layer of financial protection to your medical coverage to lessen the impact of unexpected health events. **If you earn less than $100,000 annually and enroll in the Basic HDHP, M&T will provide both plans at no cost.**

Critical Illness Plan

M&T offers critical illness coverage from Aetna for additional financial support if you are diagnosed with a serious medical condition.

How the Plan Works

The Critical Illness plan supplements your medical and disability insurance and is 100% employee paid with post-tax deductions. If you are diagnosed with a covered illness or condition, like a heart attack or stroke, you will receive a cash benefit that you can use however you see fit.

Here's a high-level overview of the Critical Illness plan.

Plan Highlights	
What's Covered	Covered illnesses/conditions include (but are not limited to) heart attack, stroke, cancer, bypass and kidney failure and more.
Benefit Amount	Up to $10,000, depending on the nature of the illness/condition.
Portability	If you leave M&T or retire, you can take your coverage with you .

Your critical illness plan pays you **$50** when you and your covered family members get one of the covered health screenings. The benefit is paid one time for each member per plan year.

Accident Plan

M&T offers accident coverage from Aetna for additional financial support if you get injured in an accident.

How the Plan Works

The Accident plan supplements your medical coverage and is 100% employee paid with post-tax deductions. If you suffer a covered injury on or off the job, you'll receive a cash benefit.

Here's a high-level overview of the Accident Plan.

Plan Highlights	
What's Covered	Covered accidents include (but are not limited to): • **Injuries,** like fractures, burns or lacerations. • **Treatment for injuries** including the emergency room, ambulance, surgery, a doctor visit and hospital admission. • **Dislocations** such as hip joint, knee, shoulder, etc. • **Related medical services**
Benefit Amount	Depends on the following: • Nature and severity of the injury • Treatment you receive The payment is yours to spend as you see fit and is in addition to any other insurance you might have.
Portability	If you leave M&T or retire, you can take your coverage with you.

Health Support Programs

Wherever you are on your health journey, you have additional resources available to help you and your family feel your best. From everyday wellness support to specialized guidance and care, these programs can help you navigate health challenges and live your healthiest life.

These **programs are available at no cost** to you and your dependents enrolled in an M&T medical plan.

New! Cylinder
Virtual gastrointestinal care provides access to gastroenterologists, dietitians, health coaches and behavioral health support. Includes colorectal screening support.

New! Leap Health
Home-based infusion support to reduce specialty drug costs.

New! Hello Heart
Digital heart health platform to support cardiovascular care and risk reduction through connected monitoring and coaching.

New! CVS Virtual Care
Access virtual urgent and primary care services through CVS Virtual Care, replacing Teladoc for 2027. You and your enrolled dependents can get care from board-certified providers for urgent care, primary care, behavioral health, pharmacy and referral needs for at no cost.

New! Progyny Pregnancy and Postpartum
Get guidance throughout pregnancy and up to 12 months postpartum with personalized check-ins and unlimited communication with a Progyny Care Advocate (PCA).

New! Progyny Menopause and Midlife Care
Access virtual care and get a personalized treatment plan for relief from a network of menopause specialists, with the latest treatment options available. Lean on Progyny for unlimited coaching from a Progyny Care Advocate (PCA).

Hinge Health
Get unlimited exercises and stretches developed for you by physical therapists. Reduce your pain with a plan that's personalized for your needs, goals and ability. Hinge Health is available to you and your dependents age 18-plus enrolled in an M&T medical plan.

Foodsmart
Learn how food can support your health with a digital nutrition platform uses a "food as medicine" approach and emphasizes the benefits of eating a nutritious diet.

2nd.MD
When you need answers about your health, 2nd MD provides convenient virtual access to experts from top national institutions who can help you make informed healthcare decisions. Whether you have a new diagnosis, upcoming surgery, or questions about a chronic condition, experts are there to help you on your healthcare journey.

Health Savings Account (HSA)

If you enroll in an HDHP, you are eligible for a Health Savings Account (HSA), administered by Optum. An HSA is a smart way to pay for healthcare expenses now and in the future because it has triple tax savings—contributions to your HSA are tax free, any interest or earnings grow tax free, and you can use your HSA to pay for eligible expenses tax free. Money in your HSA is always yours, even if you change jobs or retire.

2027 Contribution Limits



$4,500
Employee Only



$9,000
Employee + 1 or More



$1,000
Catch-up contribution for employees age 55-64

HSA Contributions

There are two ways to fund your HSA when you enroll in an HDHP.

1. Employee Contribution

You can make pre-tax contributions to your HSA up to the IRS limits minus the contribution from M&T. You must be under age 65 for the entire plan year to contribute through payroll.
You do not need to contribute to the HSA to receive the employer contribution (if eligible).

2. M&T Contribution

M&T will contribute to your HSA based on coverage level and salary. You do not have to elect an HSA during the enrollment process to receive the employer contribution.

Flex Earnings	Employee Only	Employee + Child(ren) Employee + Spouse Family
Less than $40,000	$1,000	$2,000
$40,000 - $59,999	$800	$1,600
$60,000 - $79,999	$600	$1,200
$80,000 - $99,999	$350	$700
$100,000+	No contribution	

Part-time employees earning less than $40K and working between 10 – 29 hours per week will receive $500, regardless of coverage level elected.

More About the HSA

- You may change your HSA contribution anytime during the plan year.
- You are not eligible to contribute to an M&T HSA if:
  - You are not enrolled in an M&T HDHP.
  - You are enrolled in Medicare coverage. You can contribute for the months before you start Medicare Parts A, B, C or D through Optum Financial, not payroll.
  - You enroll in the Premier PPO. You can keep and use any money already in your HSA, but you cannot make HSA contributions in 2027.
- You must complete the Customer Identification Process with Optum Financial in order for your account to be opened.

Dental Plan



Good oral health is an important part of your overall health. M&T's dental plan through Delta Dental helps cover preventive care and provides benefits for services that may be needed throughout the year, from routine cleanings to more extensive dental treatment.

How the Plan Works

The Delta Dental PPO covers preventive care and provides benefits for services that may be needed throughout the year, from routine cleanings to more extensive dental treatment. You can see any dentist you want. However, you'll save money when you visit a dentist in the Delta Dental network.

Here's a high-level overview of your in-network dental coverage.

	Delta Dental PPO Delta Dental Premier
Annual benefit maximum	$1,500 per person
	What you pay
Annual Deductible	$50 per enrollee/$150 per family
Preventive Services • Exams • Cleanings • X-rays • Sealants	$0
Basic Services • Fillings • Denture repair and relining • Bridge/crown/inlay/onlay repair & recementation • Endodontics • Periodontics • Oral surgery	20% after deductible
Major Services • Crowns, inlays, onlays and cast restorations • Bridges and dentures • Implants	50% after deductible
Orthodontic Benefits (dependent children to the end of month that dependent turns 19)	50% after deductible $50 lifetime deductible $1,500 lifetime maximum

Understanding the Network

You may visit any licensed dentist, but your costs are generally lowest when you use a Delta Dental PPO network dentist. You also have access to the Delta Dental Premier network, which provides additional provider access and cost protections compared to non-participating dentists.

Vision Plan

M&T offers vision coverage from Vision Service Provider (VSP).

How the Plan Works

The vision plan provides coverage for exams, glasses, contact lenses and additional vision care savings. You can see any doctor you want. However, you'll save money when you visit a doctor in the VSP network.

Here's a high-level overview of your in-network vision coverage.

	VSP Signature
	What you pay
WellVision Exam	$10
Prescription Glasses	$25
Frames	Included with prescription glasses • $175 allowance for a wide selection of frames • $195 allowance for featured frame brands • 20% savings on the amount over your allowance $95 Costco® frame allowance
Lenses • Single vision • Lined bifocal • Lined trifocal • Polycarbonate lenses for dependent children	Included with prescription glasses
Lens Enhancements • Tints/Photochromic adaptive lenses • UV protection	$0
Standard Progressive Lenses	$50
Premium Progressive Lenses	$80-$90
Custom Progressive Lenses	$120-$160
Contact Lenses (in lieu of frames)	$130 annually

Get Extra Savings

VSP offers additional savings on glasses and sunglasses, retinal screenings and laser vision correction. For details, go to VSP.

2027 Healthcare Premiums

Medical & Prescription Biweekly Premiums

Frozen Earnings Less than $100,000

Coverage Level	Basic HDHP	Core HDHP	Premier PPO
Employee Only	$33	$73	$94
Employee + Child(ren)	$64	$141	$180
Employee + Spouse/DP	$78	$162	$206
Family	$100	$220	$282

Frozen Earnings $100,000-$249,999

Coverage Level	Basic HDHP	Core HDHP	Premier PPO
Employee Only	$36	$76	$97
Employee + Child(ren)	$74	$151	$190
Employee + Spouse/DP	$85	$169	$213
Family	$124	$244	$305

Frozen Earnings $250,000+

Coverage Level	Basic HDHP	Core HDHP	Premier PPO
Employee Only	$46	$86	$107
Employee + Child(ren)	$86	$163	$202
Employee + Spouse/DP	$96	$180	$223
Family	$165	$285	$346

Dental Biweekly Premiums

Coverage Level	
Employee Only	$9.50
Employee + Child(ren) Employee + Spouse/DP Family	$21.50

Vision Biweekly Premiums

Coverage Level	
Employee Only	$3.16
Employee + Child(ren) Employee + Spouse/DP Family	$8.42

2027 Healthcare Premiums *(continued)*

Critical Illness Plan Biweekly Premiums

Age	Employee		Employee + Child(ren)		Employee + Spouse or Domestic Partner		Family	
	No Tobacco Use	Tobacco Use	No Tobacco Use	Tobacco Use	No Tobacco Use	Tobacco Use	No Tobacco Use	Tobacco Use
16-24	$1.16	$1.74	$2.04	$2.60	$2.50	$3.68	$3.36	$4.56
25-29	$1.22	$1.84	$2.16	$2.76	$2.64	$3.90	$3.58	$4.82
30-34	$1.40	$2.14	$2.24	$2.98	$3.24	$4.96	$4.08	$5.80
35-39	$2.36	$3.72	$3.20	$4.56	$4.82	$7.70	$5.66	$8.54
40-44	$3.42	$5.58	$4.28	$6.46	$7.28	$12.06	$8.14	$12.94
45-49	$4.84	$8.10	$5.70	$8.96	$10.40	$17.64	$11.28	$18.52
50-54	$6.02	$10.38	$6.82	$11.16	$13.60	$24.00	$14.40	$24.78
55-59	$7.10	$12.28	$7.92	$13.10	$16.56	$29.48	$17.40	$30.32
60-64	$8.10	$14.04	$9.16	$15.10	$18.98	$34.02	$20.04	$35.10
65-69	$9.12	$15.74	$10.34	$16.98	$21.22	$37.66	$22.44	$38.90
70-120	$12.76	$22.24	$14.00	$23.48	$29.10	$51.70	$30.34	$52.94

Accident Plan Biweekly Premiums

Coverage Level	
Employee Only	$2.28
Employee + Child(ren)	$4.82
Employee + Spouse/DP	$4.58
Family	$7.12

Additional Protection

Life events can happen unexpectedly. M&T offers Life Insurance with Accidental Death & Dismemberment (AD&D) Insurance, and Long Term Disability (LTD) coverage to help provide financial protection for you and your loved ones.

Life Insurance & AD&D Insurance

Life Insurance helps provide financial support to your beneficiaries in the event of your death. AD&D Insurance provides additional protection in the event of a covered accidental death or serious injury.

Why Consider Additional Coverage?

Your financial obligations may change over time. Employees often review their life insurance needs after events such as:

- Marriage or establishing a domestic partnership
- Growing their family
- Purchasing a home
- Taking on additional financial responsibilities



Coverage Highlights

- ✓ M&T provides employer-paid Life & AD&D coverage for eligible employees
- ✓ Full-time employees may elect additional coverage for themselves, up to six times eligible earnings (subject to plan limits)
- ✓ Optional coverage is also available for eligible spouses/domestic partners and dependent children
- ✓ Evidence of Insurability may be required for certain coverage levels

Before You Enroll

Consider whether your current coverage would provide sufficient financial support for your loved ones if something unexpected occurred.

Review Your Beneficiaries

Open Enrollment is a great time to review and update beneficiary elections to ensure your benefits reflect your current wishes. Beneficiaries can be designated and updated as life circumstances change.

Long Term Disability (LTD)

A serious illness or injury can impact more than your health. It can also affect your income. Long Term Disability coverage provides income replacement if you become unable to work for an extended period due to a covered illness or injury. Long Term Disability benefits begin after 26 weeks of Short-term Disability.

If you don't change your LTD election during Open Enrollment, your current election will carry over to 2027.

Why Consider LTD Coverage?

Many employees focus on protecting their family in the event of death but overlook the possibility of being unable to work because of a medical condition.

LTD coverage helps provide ongoing income protection during an extended disability.



Coverage Highlights

Eligibility

Full-time employees scheduled to work at least 30 hours per week

M&T Provided Credit

M&T provides a credit for the 50% coverage option

Coverage Amounts

Choose salary continuation of 50%, 60%, or 66⅔% of eligible pay

The monthly maximum is $25,000

How Coverage is Taxed

Pre-tax deduction decreases your taxable income, but your benefit will be taxed when you receive it

Post-tax deduction does not decrease taxable income, but your benefit will be tax-free when you receive it

Think About This

If you were unable to work for several months due to an illness or injury, how would you replace your income and pay ongoing household expenses?



MetLife Legal

Legal Plan

Access experienced attorneys and legal resources for a range of personal and family matters.

WHAT IT CAN HELP WITH

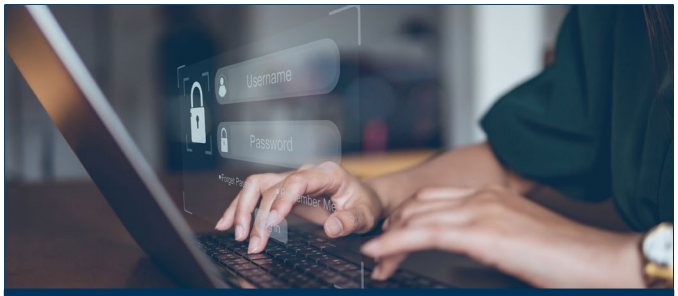
- Wills, trusts and powers of attorney
- Buying, selling or refinancing a home
- Family and personal legal matters
- Debt, consumer and financial matters
- Traffic matters
- Attorney consultation and document review
- Online legal document tools

Think of it as..

Having an attorney on retainer for your legal needs.

Legal Plan Biweekly Premium

Employee Only: $7.62
Employee + Family: $9.93



Norton LifeLock

Identity Theft Protection

Help safeguard your identity, finances and digital life with monitoring, security tools and support.

WHAT IT CAN HELP WITH

- Credit and identity monitoring
- Dark web and personal information monitoring
- Financial account monitoring
- Identity restoration and resolution support
- Identity theft insurance and stolen-funds reimbursement
- Scam and cyber protection
- Device security and online privacy tools
- Protection for enrolled family members

Think of it as..

Ongoing monitoring and expert support to help protect and restore your identity.

Identity Theft Biweekly Premium

Employee Only: $3.46
Employee + Family: $5.99

Good to know: *Employees with an M&T account will receive credit monitoring through Experian at no cost in 2027. If you're only looking for credit monitoring, you may not need to enroll in Identity Theft Protection during Open Enrollment.*

Spending Accounts

M&T offers several tax-advantaged accounts that can help you pay for eligible healthcare and dependent care expenses while reducing your taxable income. Depending on your medical plan enrollment and personal situation, you may have access to one or more account options.

⚠️ Use-it-or-lose-it accounts, unlike the Health Savings Account (HSA)
⚠️ Elections cannot be changed unless you have a qualifying life event

Limited Purpose Flexible Spending Account (LPFSA)	Medical Reimbursement Account (MRA)	Dependent Care Reimbursement Account (DCRA)
CAN BE USED FOR	**CAN BE USED FOR**	**CAN BE USED FOR**
Dental and vision expenses	Medical, prescription, dental and vision expenses	Eligible dependent care expenses
Available to employees who participate in the HSA. Use separate pre-tax funds for eligible dental and vision care.	Use pre-tax dollars for eligible healthcare expenses and anticipated costs within the plan year.	Use pre-tax dollars for child care, day care, before- and after-school care, preschool and elder care.
Think of it as... Preserving HSA dollars while using separate pre-tax funds for dental and vision.	**Think of it as...** A budgeting tool for anticipated healthcare expenses.	**Think of it as...** Reducing eligible care costs with tax-advantaged dollars.

2027 IRS Contribution Limits

LPFSA	MRA	DCRA
$3,500	$3,500	$7,500*

**For single individuals and married couples filing jointly, or $3,750 for married individuals filing separately.*

Which Account Is Right For Me?

If...	Account	Carry Over Unused Funds?	Frontloaded?
I'm enrolled in the Basic HDHP or Core HDHP and want to save for future healthcare expenses	HSA	Yes	No
I have an HSA and expect dental or vision expenses	LPFSA	No	Yes
I'm not eligible for an HSA or prefer a traditional healthcare spending account	MRA	No	Yes
I pay for child care or elder care	DCRA	No	No

PTO Buy

Eligible full-time employees have the opportunity to purchase additional Paid Time Off (PTO) through Open Enrollment. You must have at least one year of service to purchase PTO Buy.

PTO Buy allows you to increase the amount of time off available to you during the year by purchasing up to five days of additional PTO through convenient payroll deductions.

Why Consider PTO Buy?

Additional PTO may be valuable if you anticipate needing extra time away from work for:

- Travel and vacations
- Family commitments
- Personal projects
- Appointments and planned absences
- Additional flexibility throughout the year



Important Things to Know

Use Regular PTO First

Purchased PTO can only be used after regular PTO is exhausted

Must Be Used in 2027

Purchased PTO cannot be carried into the next calendar year

Unused Days Are Forfeited

Any purchased PTO remaining December 31, 2027 will be forfeited

Elect During Open Enrollment

Open Enrollment is the only opportunity to elect PTO Buy for 2027

Before Electing PTO Buy

Consider:

❑ Do I typically use all of my regular PTO?
❑ Will I realistically need additional time off in 2027?
❑ Can I use the purchased PTO before December 31, 2027?
❑ Am I comfortable with the payroll deduction required to purchase additional PTO?

Think of PTO Buy As...

A way to trade a small amount of pay throughout the year for additional time away from work when you need it.

Benefit Resources & Support

Keep this page handy throughout 2027 for benefit information, account access and personalized support. A complete list of contacts is available on MTBWell.com.

Start with MTBWell.com

The central source for benefit information and supporting documents, including:

- Plan summaries and coverage details
- Medical plan and account comparisons
- Provider and carrier resources
- Frequently asked questions
- Enrollment and life-event guidance

Access the Microsite

BENEFIT	PROVIDER	WEBSITE	PHONE	GROUP NUMBER | NETWORK
Medical Plan	Aetna	aetna.com/	1-866-925-0353	810808 | Choice POS II
Prescription Plan	CVS Caremark	caremark.com	1-800-221-8659	1414
Dental Plan	Delta Dental of NY	deltadentalins.com	1-800-932-0783	2160 |Premier
Vision Plan	Vision Service Plan (VSP)	vsp.com	1-800-877-7195	12180239 | VSP Signature
Fertility Services & Family Planning	Progyny	progyny.com	1-833-272-1069	
Flexible Spending Accounts (FSA)	Optum Financial	my.optum.com/mtb	1-833-298-9046	
Digital Nutrition Platform	Foodsmart	foodsmart.com		
Digital Physical Therapy	Hinge Health	hinge.health/mtbank-jointprogram		
Health Savings Account (HSA)	Optum Financial	my.optum.com/mtb	1-833-298-9046	
Life & AD&D Insurance	Unum		1-800-445-0402	464068
Long Term Disability	Unum		1-866-297-4921	464067
Second Opinion Benefit	2nd.MD	2nd.md/aetna	1-866-410-8649	

HR Service Center **Monday–Friday, 8:30 a.m.–4:30 p.m. ET** **Submit a Ticket**

About this Guide

This Guide provides a summary of the benefits and selected policies available to eligible M&T Bank employees. It does not include all plan details. M&T Bank reserves the right to modify, suspend, or terminate any benefit, program, or policy described in this Guide at any time. In the event of any discrepancy between this Guide, Workday, or the applicable legal plan documents, the legal plan documents will govern.

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