

What's New and Changing in 2026

Annual Enrollment is October 22 through November 4, 2025. This is your moment to plan for the year. Whether you're updating your benefits or keeping them as they are, you have clear options and tools to help you make choices with confidence. The following changes to your DuPont benefits will take effect January 1, 2026.



This information applies only to DuPont employees. Qnity and Aramids employees will have different Annual Enrollment timelines and materials.



Medical Premium Increases

Medical premium increases are a nationwide trend—not unique to DuPont. Like many organizations, DuPont is seeing higher medical costs due to increased plan usage and rising healthcare service prices. While premiums are going up, **our plans remain unchanged and highly competitive.**

Coverage Tier	With Healthy Incentive Credit						Without Healthy Incentive Credit					
	Core Option		Traditional Copay PPO Option		Premium Saver Option		Core Option		Traditional Copay PPO Option		Premium Saver Option	
	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026
You Only	\$91	\$105	\$91	\$105	\$47	\$56	\$131	\$145	\$131	\$145	\$87	\$96
You + Spouse/ Domestic Partner	\$279	\$313	\$279	\$313	\$177	\$200	\$319	\$353	\$319	\$353	\$217	\$240
You + Child(ren)	\$192	\$217	\$192	\$217	\$119	\$136	\$232	\$257	\$232	\$257	\$159	\$176
You + Family	\$365	\$408	\$365	\$408	\$235	\$264	\$405	\$448	\$405	\$448	\$275	\$304

If you completed your 2025 Healthy Living Program activities by September 30, 2025, you'll see the Healthy Incentive Credit applied to your medical premiums when you enroll.

Dental and Vision Premiums Are Staying the Same

While your medical premiums are changing for 2026, we're pleased to report that your dental and vision premiums will remain the same. Here's a refresher on your monthly premiums.



Monthly Dental Premiums

Coverage Tier	Standard Option	High Option
You Only	\$11	\$20
You + Spouse/Domestic Partner	\$22	\$36
You + Child(ren)	\$26	\$38
You + Family	\$39	\$60



Monthly Vision Premiums

Coverage Tier	VBA Option
You Only	\$7.95
You + Spouse/Domestic Partner	\$13.81
You + Child(ren)	\$13.81
You + Family	\$20.47

Contribute More to Your Spending and Savings Accounts

Good news! The amount you can contribute to your DuPont spending and savings accounts is increasing in 2026:



Health Savings Account (HSA)

The HSA contribution limits are increasing from \$4,300 to \$4,400 for employee-only coverage and from \$8,550 to \$8,750 for family coverage. These limits include DuPont's contribution to your HSA, which is \$600 per year for yourself and \$1,200 per year for families. Remember that you can access the total amount of DuPont's contribution at the beginning of the year if you need it.



Healthcare and Limited Purpose Flexible Spending Accounts (FSAs)

The Healthcare and Limited Purpose FSA contribution limits are increasing from \$3,200 to \$3,300. Two important reminders:

- If you are enrolled in the Core or Premium Saver plans, you may participate in a Limited Purpose FSA, which can be used for dental and vision expenses only.
- Per IRS rules, any money left in your FSA at the end of the year is forfeited.

Visit the Virtual Benefits Fair for a Chance To Win 1,100 WOW Points!

Remember to visit the virtual benefits fair on dupontbenefits.com to learn more about your DuPont benefits and hear from our benefits partners.

By visiting all four virtual benefits fair booths and completing the entry form, you will be entered into a drawing to win 1,100 WOW points through our recognition platform. Weekly drawings will be held through October 31, so the earlier you join, the better chances you have to win!

