

BENEFITS AT A GLANCE



An overview of benefits for employees of NMB Technologies Corporation and NMB USA, Inc.

MinebeaMitsumi
Passion to Create Value through Difference

Welcome



Our high quality benefit program is an important part of your total compensation.

Our Commitment

At NMB Technologies Corporation and NMB (USA) Inc., we are committed to building value for our customers and security for ourselves and our families. We know how important it is to build a quality benefit program that protects your health, your lifestyle and your future. Just as NMB is made up of companies that work together to form a whole that is greater than its parts, our individual benefit plans work together to form a solid package of security for you and your family.

NMB has designed this package to provide quality, cost effective coverage. For example, with the continuing escalation of medical costs, it's important for all of us to be informed consumers of healthcare services. The Medical Plan has built-in

cost-containment features to help in this effort. The more you know about your plan, the more you will be able to get maximum benefits at the right price for you and your family.

Because we recognize the hazards caused by exposure to environmental tobacco smoke, as well as life-threatening diseases linked to the use of all forms of tobacco, NMB's facilities are completely tobacco-free to all employees and visitors.

This brochure gives you an overview of many important benefit programs. Please review the Summary Plan Description and Summary of Benefits & Coverage for specific plan information.

This is an informal document intended only as a quick reference. It is not a contract and does not substitute for the contracts and official policies that govern the noted benefits. In case of any discrepancy between this document and such contracts or policies, such contracts and official policies shall control. Any employee may review contracts and official policies upon reasonable notice, and during normal business hours of the Human Resources Department. All noted benefits are subject to change without notice. Revised 12/2023.

Eligibility & Enrollment

Health & Welfare Eligibility

You are eligible to participate in these benefit programs if you are a full-time employee of NMB Technologies Corporation or NMB (USA) Inc. and regularly scheduled to work at least 30 hours a week. You may begin participating on the first of the month following your date of hire. You may also extend medical and dental coverage to the following members of your family:

- *Your eligible spouse*
- *Your children up to age 26, and*
- *Your unmarried children of any age who are physically or mentally disabled.*

Enrollment

You must enroll for coverage within 30 days of becoming eligible for coverage. In order for you and your family to receive coverage, you must enroll online by the deadline. Changes for the coming year may be submitted during the annual Open Enrollment period.

Level of Coverage

Employees are not required to enroll in the level of coverage that matches their family status. This means that if your children are covered by other medical or dental coverage you may choose not to cover them under NMB.

Reminder: You are not permitted by federal tax regulations to change your elections during the year unless you experience an IRS qualified change in family status.

Making Changes

If you do not enroll for insurance within 30 days after becoming eligible, and later wish to enroll, you will be able to apply for coverage only at the annual open enrollment period or if you experience a qualified family status change.

The IRS limits opportunities to change coverage during the year in exchange for the tax advantages of pre-taxed contributions. There may be other restrictions imposed by individual plan carriers. You won't be able to change your selections during the calendar year, unless you experience a qualifying life event. Qualifying life events include loss of health coverage, changes in household, changes in residence or other qualifying events. It is your responsibility to notify the Human Resources Department immediately if you experience a qualifying life event. If you do not do so within 30 days of the qualifying event, you will not be permitted to make a change until the next calendar year.

In most cases, if you wish to increase the amount of your **voluntary life insurance** coverage you must provide evidence of insurability and receive underwriting approval from the insurance company before the coverage will become effective.

Working Spouse Exclusion

The Spouse of an NMB employee is not eligible to be covered through NMB's health care plan if he/she is employed and has access to group medical coverage through his/her employer. Spouses who have no other access to healthcare or are an NMB employee can be enrolled in NMB's plan.



Medical Plan



Medical Plan

The Company's health care program offers a choice of medical plans. Depending upon where you live, you may choose medical coverage from an Open Access Plus Plan (OAP) or from two Health Maintenance Organizations (HMO's). All plans cover specified expenses for in-hospital, out-patient, routine medical office visits, prescriptions drugs and most other kinds of medically necessary expenses. They provide financial protection in case of basic and catastrophic illness or injury. Contribution discounts are available by completing a Health Risk Assessment and Tobacco free affidavit (Insured spouses would need to complete as well).

Vision Program

Vision coverage is provided through Vision Service Plan (VSP) at a nominal cost to the employee. VSP is a comprehensive vision care program that provides exams and glasses to your entire family. There are minimal copayments that are applied toward exams, and lenses and/or frames. There are no deductibles. VSP is one of the nation's oldest and largest providers of vision care services, with a network of over 22,400 Doctor locations nationwide and includes approximately 90% of area providers.

Dental Program

NMB offers a choice of three dental programs: Two traditional options (PPO) and an HMO managed care option (CDC). As with the medical program you need to select the plan that best suits your family's needs. Under the PPO traditional options, you can seek care from any licensed provider and the plan pays 100% of the cost for most preventive services, and, either 80% or 50% of usual and customary charges for most dental care after a \$50 deductible per family member up to \$2,000 per year. Under the CDC option, there are no deductibles, no annual maximums, and no claim forms to fill out. All services must be provided by participating dentists in their Network.

Life & Accidental Death

NMB pays the full cost of life insurance and AD&D coverage equal to 1.5 times your salary. You may purchase an additional one or two times your annual salary for both Life Insurance and AD&D.

Healthcare & Dependent Care Spending Accounts

These plans allow you to pay certain out-of-pocket health care and dependent care expenses with pre-tax money. You may contribute up the maximum set by the IRS each year into your **Health Care Spending Account**. Check with HR for details. Eligible health care expenses include medical and dental deductibles; copayments and other tax-deductible expenses not covered by insurance. You may also contribute up the maximum set by the IRS each year into your **Dependent Care Spending Account**. Check with HR for details. Eligible dependent care expenses can include expenses for children under age 13 or dependent elders who live with you. Your contributions will be automatically deducted from each paycheck in equal installments throughout the year before Federal, Social Security, and where applicable, state taxes are withheld. Then, as you incur eligible expenses throughout the year, you will be reimbursed on a tax-free basis. Up to \$640 remaining in your

Wellness & Retirement

accounts on December 31 can be carried over to the next plan year. For the Dependent Care Spending Account, you may only request reimbursement up to the amount actually contributed.

Employee Assistance Plan (EAP)

As a benefit of employment, the EAP provides you and any member of your household full 24/7 access to work/life support services through Evernorth at no cost to you. Evernorth offers a directory of professionally trained practitioners you can access EAP services through. Resources include face to face or telephonic support for life challenges, including mental health counseling, childcare or senior care support, legal and financial services, and crisis intervention. The first five visits for each issue, per member, per year are offered at no cost to you and are always 100% confidential. This benefit is available to any employee and is not contingent on being covered under one of our health care plans.

Wellness Program

NMB is committed to wellness and provides many supportive tools and activities to assist employees and their families, online Health Risk Assessment; smoking cessation; fitness center reimbursement; walking program, and more. By participating in the Healthy Actions program, you can access rewards and discounts for taking steps to live a healthy lifestyle.



Retirement Savings PLUS 401(k)

NMB (USA) Inc. Retirement Savings PLUS Plan (the Plan) provides employees the opportunity based on individual circumstances to make contributions to the 401(k) plan on a pre-tax or an after-tax Roth basis. As a participant, you may elect to contribute a portion of your compensation to the Plan. New hires will be automatically enrolled at a 3% contribution level the first payroll following 90 days from their hire date. To participate in the Roth you will need to actively enroll via the retirement portal. The company helps you save by adding a 3% Safe Harbor contribution each pay period. Both your employee deferrals and Safe Harbor contributions are always 100% vested.

The Company also adds to your savings with PLUS account contributions. At the end of each calendar year, the Company will contribute to each Participant's PLUS "bucket" within their 401(k) account. The PLUS contribution is calculated based on your age and years of service with the Company as of December 31 of each year, subject to a 5-year vesting schedule. Consult the Summary Plan Description for further details regarding your rights under the Plan.

Benefit Costs

NMB pays a substantial portion of the medical and dental coverage and vision insurance for each employee. Contribution discounts can be achieved by living and committing to a tobacco-free lifestyle and by completing an online Health Risk Assessment (HRA) each year.

NMB pays 100% of the Basic Life & ADD and Long-Term Disability insurance premiums and offers employees the opportunity to purchase additional Voluntary Life & ADD insurance at affordable group rates. Additionally, NMB offers a premium subsidy toward Long Term Care Insurance. Insurance costs can change from year to year, and current rates are always reflected in the annual open enrollment guide. Please contact Human Resources if you need a copy.

Additional Benefits

Pre-Tax Contributions

Your contributions for the Medical and Dental plans, as well as your contributions to the Health Care and Dependent Care Spending Accounts, are deducted before taxes are calculated on your income. This means that your taxable income is reduced, so you pay less in federal, state, and Social Security taxes.

Holidays

NMB employees enjoy 11 paid designated holidays and 1 personal floating holiday per year. Where business conditions permit, some of these Holidays are combined to allow for a holiday shutdown between Christmas and New Year's Day.

Vacation Plan

NMB recognizes the importance of time away from the work routine. During the first year of employment through your fourth year, you are eligible for 2 weeks vacation a year, accruing at 3.08 hours per pay period. Beginning your 5th year with NMB you are eligible for 3 weeks of vacation per year increasing to 4 weeks at your 15th year and 5 weeks at your 25th year with NMB.

Short-Term Disability

Eligible employees will receive 100% of their pay up to 90 calendar days for their own serious illness, offset by any other disability payments you may be entitled to, such as State Disability benefits.

Long-Term Disability

Long term disability insurance is available to all full-time employees at no cost and will provide up to two-thirds of your eligible pay per the terms of the plan if you are totally disabled for more than 90 days, offset by any other disability benefits you may be entitled to, such as State Disability or Social Security.

Long-Term Care

NMB employees; spouses and certain family members may participate in this plan, with NMB contributing toward the employee cost. This plan has several options available to help protect the insured's family from the financial burden of a nursing home or other extended care.

Social Security

You and NMB both pay taxes for Social Security and Medicare. Benefits include retirement income; disability income; survivor payments, and medical coverage.

Educational Assistance

NMB is interested in the educational development and advancement of all of its employees. Preapproved courses taken from accepted institutions are reimbursed, provided a minimum of a "C" grade for undergraduate work, or a "B" grade for graduate work is achieved. Required laboratory fees and course textbooks are also covered. There is an annual dollar limit per employee.

Service Awards

NMB recognizes all employees for continuous years of service at five years and every five year milestone after. Eligible employees receive a specified monetary award for every milestone year of service.

Sick Leave Benefits

All regular employees are eligible for paid sick leave in accordance with applicable local, state and federal law.



Contacts



CIGNA HMO/OAP/OOA

Member Services
(800) 244-6224
www.cigna.com

Evernorth Behavioral Health Employee Assistance Program (EAP)

Member Services (888) 371-1125
www.my.cigna.com

Kaiser CA HMO

Member Services
(800) 464-4000
www.kp.org

Vision Services Plan (VSP)

Member Services
(800) 877-7195
www.vsp.com

CIGNA Dental CDC

Member Services
(800) 367-1037
www.cigna.com

Corporate Benefits

Kelly Oliver
(603) 524-0004, ext 6202

CIGNA Dental PPO

Member Services
(800) 244-6224
www.cigna.com

Delta Dental PPO

Member Services
(800) 832-5700
www.nedelta.com



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