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Shine bright in 2027

Benefits Annual Enrollment: Oct. 29–Nov. 13, 2026

At The Clorox Company, **we champion people to be well and thrive every day**. Our purpose is reflected in our comprehensive benefits designed to support your physical, financial, mental and work-life well-being.

Through no-cost preventive care support, best-in-class family-forming and hormonal health benefits, mental health programs and more, we're proud to provide the help you need to Be Well. Be You.

Read on to discover what's changing for 2027 and what actions you need to take to make the most of the benefits available in the year ahead.

IMPORTANT

Access your benefits materials:



cloroxbenefitsinfo.com

Spotlighting your 2027 benefits

What to expect in the coming year

What's changing?

- **Medical plan rates** will increase between \$3.69–\$32.77 per pay period (9% compared to a market trend of 12%) depending on the plan you choose and who you cover. Clorox continues to pay the majority of the cost for healthcare premiums.
- **We're introducing Color Health**, a new program to help with cancer prevention, treatment and survivorship for teammates and their covered adult family members.
- **Medical plan designs and spending account limits** will have the following increases:

The HSA (Partnership in Health) plan

Deductibles:

- **In-network**:* \$1,750 individual / \$3,500 family
- **Out-of-network**: \$2,500 individual / \$4,500 family

Out-of-pocket maximums:

- **In-network**: \$3,000 individual / \$6,000 family
- **Out-of-network**: \$6,000 individual / \$12,000 family

Health Savings Account (HSA) contributions:

- \$4,500 individual / \$9,000 family

- Teammates earning more than \$125,000 per year may now contribute **up to \$5,000 to the Dependent Care Flexible Spending Account** (DCFSA), up from \$1,500 in previous years.
- Securian has **expanded the conditions covered under Critical Illness and Hospital Indemnity** supplemental health benefits. Visit one.securian.com/clorox to learn more.

* In-network deductibles are increasing in line with updated IRS requirements for 2027.

ANNUAL ENROLLMENT: OCT. 29–NOV. 13, 2026

Remember: This is your once-a-year chance to make changes to your benefits, unless you experience a Qualifying Life Event (like getting married or divorced, having a child or gaining or losing coverage elsewhere).

While most benefit programs aren't changing in 2027, your needs might. Explore your options to make sure you're getting the right support for your life and budget.

What can I elect?

- You'll be able to choose from the same benefits you've had in years past, including:
 - Medical coverage*
 - Supplemental health benefits
 - Dental coverage
 - Vision coverage
 - HSA contributions
 - Healthcare and Dependent Care FSA contributions
 - Supplemental Life and Accidental Death & Dismemberment (AD&D) Insurance
 - Vacation Purchase Program (VPP) elections, if eligible

* Enrollment in medical coverage also includes access to prescription drug coverage, virtual care, fertility and hormonal health coverage through Carrot, cancer screening and support through Color Health, expert second medical opinion through 2nd.MD and chronic condition management through Teladoc.

WHAT HAPPENS IF YOU DON'T MAKE ELECTIONS?

While most benefits roll over year-to-year, **you must actively re-elect the following benefits to have them in 2027:**

- Healthcare and/or Dependent Care FSA contributions
- HSA contributions
- VPP elections, if eligible

Your Annual Enrollment resources

BENEFITS INFORMATION & DETAILS

Visit cloroxbenefitsinfo.com for:

- Digital newsletter
- 2027 Benefits Guide
- Annual compliance information and Summaries of Benefits Coverage (SBCs)
- Translated materials
- Detailed information about your benefits



HEALTHCARE RATES

Log on to mycloroxhealthcarerates.com to see your 2027 rates for:

- Medical
- Vision
- Dental
- Supplemental health benefits



ENROLLMENT SITE

Between **Oct. 29–Nov. 13**, elect or confirm your benefits by:

- Accessing the **Health & Welfare Service Center** via single sign-on from The Well > U.S. Total Rewards page or 833-550-5600
- Logging on to cloroxbenefits.com



Meet Color Health

A new partner that simplifies cancer screenings and care



A cancer diagnosis, or even the fear of one due to family history, can be overwhelming. Beginning in January, Clorox is introducing Color Health, a new benefit designed to provide support during uncertain times. All teammates and adult family members enrolled in a Clorox medical plan will have access to comprehensive cancer support at every stage of care.

Cancer support for every phase

Free at-home screenings	Help scheduling in-person screenings	24/7 symptom and prescription support	Expert support from licensed professionals	Peer support groups
for colon, cervical and prostate cancers, as well as genetic testing and counseling for high-risk adults.	like mammograms and colonoscopies. Color can help you find a provider and even book your appointment.	for patients and survivors, plus second opinions, clinical trial guidance and access to an expert oncology network.	including oncologists, nurses, dietitians, genetic counselors and advocates – available seven days a week.	for patients, survivors and caregivers, led by coaches who specialize in the emotional impact of cancer.

Create your account with Color today at color.com/clorox. You'll be notified as soon as you can begin your screening journey, starting in January 2027.

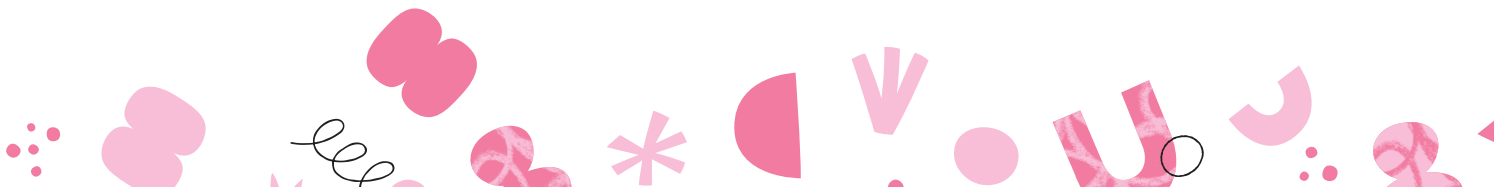


WHY PRIORITIZE ROUTINE SCREENINGS?

"Early detection is everything, and having access right here at work truly matters. Please don't put it off – make the time for yourself."

—Katherine Koby
Employee Relations & Benefits Consultant
Pleasanton, California

Scan the QR code to hear about Katherine's journey, including how a routine mammogram at an on-site clinic led to early detection and a positive outcome.



Start your year with confidence

Small choices can add up to meaningful savings

Making your benefits go further

Healthcare expenses can add up, but your benefits can help you save – and sometimes even put money back in your pocket. Here are some ways they can help:

- **\$0** for in-network preventive care.
- **Lower-cost care** when you use telehealth and virtual visits.
- **Up to \$100 back** for routine screenings and physicals if you're enrolled in both the Critical Illness and Hospital Indemnity benefits.
- Up to **eight no-cost therapy and coaching sessions** through Spring Health per household family member per year – a value of **over \$2,500 per person**.
- A **\$20,000 lifetime maximum** for fertility, adoption, surrogacy and hormonal health support.
- **Up to \$400 per year** in Personify Health Rewards Cash for building healthy habits.
- **Up to 10%** in Clorox contributions to your 401(k) plan each year (once eligible).
- **No-cost financial planning and benefits decision support** through Goldman Sachs Ayco.
- **No-cost support** finding reliable care through Helpr, with 60 hours of subsidized backup care and reimbursements for summer camps or tutoring.
- **No-cost support** for diabetes, prediabetes and high blood pressure through Teladoc, including test strips, a glucose monitor, smart scale and more.

Visit cloroxbenefitsinfo.com to see all of the ways our benefits bring you savings.

Choose the benefits that will help you thrive

It may feel easiest to just pick the same benefits year after year, but it's important to evaluate the best options for your family's needs. Here are a few questions to ask yourself:

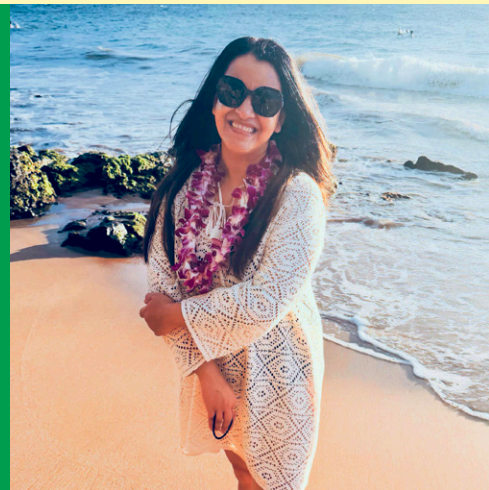
1. Are there any big life changes coming my way? For example, a move, a new family member, a surgery or a significant change in my financial situation?
2. If something unexpected happens to me or my loved ones – like an accident or unplanned diagnosis – will my family have the financial protection we need?
3. How do my benefits compare to those that my spouse/partner has through their employer?

SEE OUR BENEFITS IN ACTION



Scan the QR code below to spend a day in the life of a Clorox teammate.

Ambika Ranjan
Sr QA Marketing Manager
California



Bring your 2027 benefits into focus

Enroll between Oct. 29–Nov. 13, 2026

Take these steps to ensure you and your loved ones have the support you need for 2027:

1. Visit cloroxbenefitsinfo.com to learn everything you need to know about your benefits.
2. When you're ready to enroll, log on to the Health & Welfare Service Center via single sign-on from [The Well > U.S. Total Rewards](#) page or cloroxbenefits.com.
3. Review your current benefits and make the changes you need for 2027.
4. Review your life insurance and 401(k) retirement plan beneficiaries.
5. Confirm and submit!
6. Watch for your benefits confirmation statement in the mail, and review it to ensure your changes are correct. Contact the Health & Welfare Service Center at 833-550-5600 immediately if you notice any discrepancies.



The Clorox Company

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Be Well. Be You.
Supporting Your Journey to **Be Well.**