

Your 2026 Commvault Benefits

Open Enrollment is October 27 – November 7, 2025



A photograph of a woman with long brown hair, wearing a blue and purple athletic tank top, hugging a young girl with blonde pigtails wearing a light blue hoodie. They are both smiling warmly. The background is a gym with blue ropes hanging from the ceiling. A large, diagonal purple graphic overlay covers the left side of the image, serving as a background for the text.

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It's Time to Enroll

Your 2026 Commvault Benefits

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Dear Vaulters,

At Commvault, showing up for each other, our customers, and our communities each day is core to our values — we connect, we inspire, we care, and we deliver. It's how we thrive as a company and continue to boldly move forward together!

We're always looking for ways to adapt and evolve our benefits to provide you and your family with comprehensive, flexible, and affordable offerings for life's most important moments.

Be sure to use the upcoming Open Enrollment to learn what's new for 2026 and review your current benefits to make sure they meet you and your family's needs. If you like what you have, you do not need to take any action during this year's Open Enrollment, and your current elections will carry over to 2026.

The only exceptions are your Flexible Spending Account and Health Savings Account elections. If you wish to contribute to one of these accounts in 2026, you must make a contribution election during Open Enrollment.

What you do at Commvault matters, and our success starts with you and your wellbeing. Taking care of yourself means making sure you have the right coverage in place for whatever tomorrow brings.

Let's continue to show up for each other and make our wellbeing a priority in 2026 and beyond!

Martha Delehanty
Chief People Officer

What's New for 2026

Your physical, emotional and financial wellbeing is important to Commvault. That's why we are committed to providing you with a comprehensive and competitive benefits package to support you and your family through all of life's moments. Read on to review what's new and changing for next year and get ready to make your 2026 benefit elections.

2026 Costs

The cost of our plans is shared between you and Commvault, with Commvault paying the majority. Like many employers, Commvault has seen a significant increase in health care costs due to a number of factors, including inflation, higher rates of chronic conditions, the growing use of specialty and weight-loss medications, and increased demand for behavioral health services.

Commvault has historically maintained lower employee health coverage costs compared to our competitors and the industry benchmarks for similar plans. However, after many years of Commvault absorbing most or all of the annual cost increases and passing very little on to our employees, for 2026 we are moving toward a more balanced approach.

While Commvault will continue to pay a vast majority of these plans' costs, for 2026, there will be an increase in what you pay for the Choice Plus Savings Plan and both dental plans. These changes to these employee contributions — in combination with some other medical plan changes described on the next page — will allow us to continue offering a high-quality, diverse benefits program.

Paycheck contributions for the Choice Plus Preferred (PPO), Choice Exclusive (EPO), and Surest Plan medical plans along with the Vision Plan are not changing.



Medical Plan Changes

We're making some updates to our medical plan options to keep them competitive and aligned with trends in the market. Here's what's changing:

If you enroll in the Choice Plus Savings Plan.

- **Increased in-network coinsurance amount you pay:** 20% (from 15%), meaning you will pay slightly more after reaching your deductible. Coinsurance for the Choice Plus Savings Plan is comparable to our competitors in the market for similar plans.
- **Increased Commvault HSA contribution:** Commvault will automatically contribute \$400 to your HSA if you only cover yourself, or \$600 if you cover any dependents. More details are on page 6.

If you enroll in the Choice Plus Preferred (PPO) Plan.

- **Increased in- and out-of-network coinsurance amount you pay:** 20% (from 15%) in-network and 40% (from 30%) out-of-network, meaning you will pay slightly more for services which you need to meet the deductible. Coinsurance for the Choice Plus Preferred (PPO) Plan is comparable to our competitors in the market for similar plans.
- **Increased individual and family deductible for in- and out-of-network:** \$750 individual/\$1,500 family for in-network care (increased from \$500/\$1,000) and \$1,500 individual/\$3,000 family for out-of-network care (increased from \$1,000/\$2,000).

If you enroll in the Choice Exclusive (EPO) Plan.

- **Increased individual and family deductible:** \$500 individual/\$1,000 family (increase from \$250 individual/\$500 family).

There are no changes to the Surest Plan for 2026.



Ask ALEX for Help Choosing the Right Plans for Your Needs

We know Open Enrollment gives you a lot to think about, and we have the tools to help you navigate this year's changes and make informed decisions about your benefits. ALEX is an online, interactive tool that can give you personalized recommendations for which medical and/or dental plan might be right for you. ALEX can also help you understand how a tax-advantaged savings account — such as a Health Savings Account (HSA) — can help meet your needs. All you need to do is answer a few questions about your situation.

This year, ALEX can also look back and use your actual 2025 medical costs to make enhanced, data-driven recommendations for your 2026 elections, if you choose to share your member ID number. You can find ALEX at start.myalex.com/commvault starting October 21.

Greater Commvault HSA Contribution for the Choice Plus Savings Plan

We know you value Commvault's contributions to your Health Savings Account (HSA), which is why we are pleased to announce that the company is increasing our funding by \$100 for the upcoming year. Beginning in 2026, when you enroll in the Choice Plus Savings Plan and the HSA, Commvault will automatically contribute \$400 to your HSA if you only cover yourself, or \$600 if you cover any dependents.

Commvault's contribution is deposited in equal installments at the start of each quarter. You must be employed at that time to receive the benefit. Please note that Commvault's HSA contributions are treated as taxable income in certain states.

New Life and AD&D Vendor with a Special Enrollment Opportunity

Beginning in 2026, Life and AD&D Insurance will be administered by Reliance Matrix. With this transition, you will have a **special opportunity** during Open Enrollment to purchase Supplemental Life Insurance for yourself and/or spouse up to \$300,000 for you and \$25,000 for your spouse without having to provide evidence of insurability (EOI).

If you do not take action during Open Enrollment, your current elections will carry over as well as your beneficiary elections. However, this is a good opportunity to review your beneficiaries and decide if any changes need to be made.



Expanded Cancer Screening Benefits

We strongly believe in the power of preventive care to promote better health. Last year, we expanded our medical plans' coverage to include the costs of certain diagnostic follow-up screenings for breast cancer, beyond existing preventive care benefits. Beginning in 2026, our plans will also cover the first medically necessary diagnostic colonoscopy for members at no additional cost, regardless of age, when performed by in-network doctors and facilities.

Prior Authorization Requirement for GLP-1 Medications

Like many employers, Commvault has experienced an increase in usage of GLP-1 medications for weight loss. While we recognize the long-term health benefits these medications have to offer, we also want to be confident that they are being used safely and for the right medical diagnosis. To ensure that GLP-1 medications are used safely and effectively, we are putting measures in place to require approval of the prescription to confirm its medical necessity. These measures will also help us to manage the increased costs these medications have had on our plans.

Beginning January 1, 2026, prior approval will be required from CVS/Caremark to fill your prescription for a GLP-1 if it's being used for weight loss. This means that if you're prescribed weight loss medication, your doctor will need to get approval from CVS/Caremark first. By requiring prior authorization, we can encourage responsible medication use, support better health outcomes, and help manage both your and Commvault's health care costs.

Take Action!

If you currently take a GLP-1 medication for weight loss, **talk to your doctor as soon as possible**. If they want you to keep taking the medication, you or your doctor can contact CVS/Caremark for prior authorization. If your authorization is **approved**, you will continue to receive your medication as usual.

If your **authorization is not approved** and you fill a prescription on or after January 1, 2026, you may have to pay the **full cost** of the medication, and it will not count toward your deductible or out-of-pocket maximum.

Increased HSA Contribution Limits

An HSA is available to you if you enroll in the Choice Plus Savings Plan. The amount you can contribute to your HSA is increasing for 2026, meaning you can set aside more tax-advantaged dollars to use for today's and tomorrow's health care expenses. Both your and Commvault's contributions count towards the annual maximum that can be contributed to an HSA. Review the table below to see how much you can contribute in 2026.

Coverage Tier	Commvault Contributes	Your Maximum Contribution	Total Maximum Contribution
Employee Only	\$400	\$4,000	\$4,400
Family	\$600	\$8,150	\$8,750

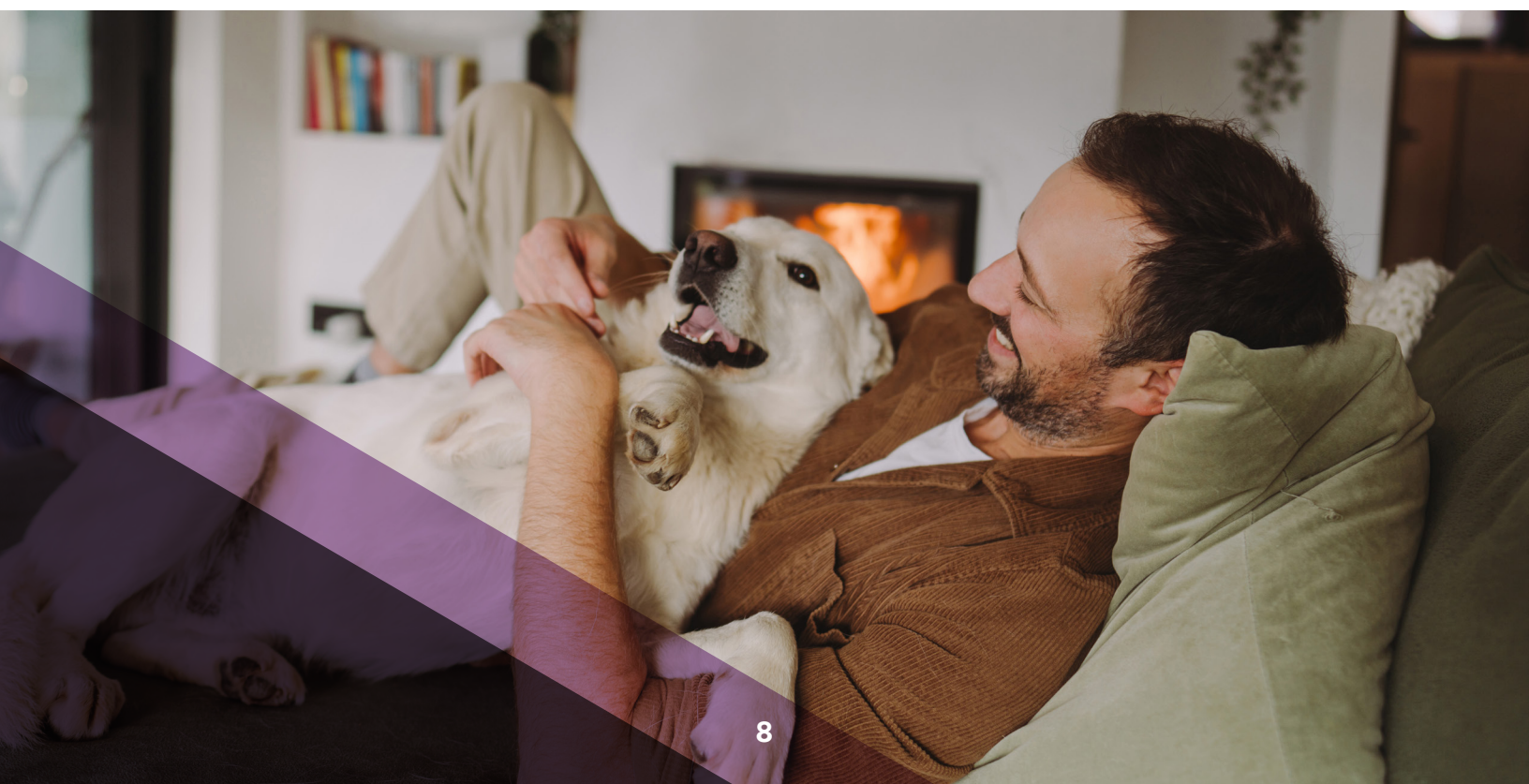
Remember, if you will be age 55 or older in 2026, you can make an additional \$1,000 catch-up contribution.

Increased Flexible Spending Account (FSA) Contribution Limits

In 2026, you can contribute up to \$3,400 to the **Health Care FSA or Limited Purpose FSA**. You can carry over up to \$660 of unused 2025 FSA contributions into 2026 and \$680 of unused 2026 FSA contributions into 2027.

You can contribute to the Health Care FSA if you enroll in the Surest Plan, Choice Plus Preferred PPO, Choice Exclusive EPO, or waive medical coverage. The Limited Purpose FSA is available for those enrolled in the Choice Plus Savings Plan.

For the first time in many years, the IRS contribution limit for the **Dependent Care FSA** will increase in 2026. The maximum annual contribution will be \$7,500 (up from \$5,000) for single parents or married couples filing joint tax returns (or \$3,750 for married couples filing separate tax returns; up from \$2,500).



2026 Bi-Weekly Contributions

Below are the bi-weekly paycheck contributions for medical, dental and vision coverage.*

Medical				
	Choice Plus Savings Plan	Surest Plan	Choice Exclusive (EPO) Plan	Choice Plus Preferred (PPO) Plan
Employee only	\$10.38	\$50.22	\$66.50	\$96.00
Employee + 1	\$52.62	\$117.50	\$147.25	\$206.40
Employee + 2	\$74.77	\$173.71	\$190.00	\$268.80
Family	\$96.92	\$229.93	\$273.32	\$367.25

Dental		
	Cigna PPO	Cigna DHMO
Employee only	\$8.73	\$6.04
Employee + 1	\$17.43	\$12.06
Employee + 2	\$24.63	\$17.40
Family	\$27.74	\$19.20

Vision	
	UHC Vision Plan
Employee only	\$3.34
Employee + 1	\$6.10
Employee + 2	\$10.58
Family	\$10.58

*Please note that if you cover your domestic partner and/or your domestic partner's children, this will be a taxable benefit.

Benefits for Moments that Matter

Commvault is here to support you at every moment, so you can reach your well-being goals and overcome any obstacle you face. While you can't predict every challenge and opportunity life will have in store, you can be confident that there is support available. Review this section to discover the programs, benefits, and resources that are here for you through life's moments.



I want to focus on my physical health.

- ✓ Preventive care through your Commvault medical, dental and vision plans
- ✓ Virtual Visits for convenient care from home
- ✓ UHC Cancer Support Program
- ✓ Genetic Health Screening through Genomic Life
- ✓ Menopausal care through Maven



I want to be more active and eat healthier.

- ✓ Online weight management and healthy lifestyle program with Real Appeal
- ✓ Fitness and wellness partners through a single membership with Wellhub



I want to grow my family.

- ✓ UHC Fertility Solutions program
- ✓ Fertility and maternity care through Maven
- ✓ Adoption and surrogacy benefits through Commvault



I need help managing my health condition.

- ✓ Level2 Specialty Care Program for type 2 diabetes
- ✓ Digital Physical Therapy through Kaia
- ✓ Cancer Support through Genomic Life

**I need help
managing stress
or anxiety.**



- ✓ Employee Assistance Program through Spring Health
- ✓ Commvault medical plans include mental health care coverage
- ✓ Apps including Meditopia (available through Wellhub) and Calm Health (through UHC)

**I want to plan
for retirement.**



- ✓ Commvault 401(k) Plan
- ✓ Origin financial planning
- ✓ Commvault Employee Stock Purchase Plan (ESPP)
- ✓ Investment options for your Health Savings Account (HSA)

**I need help
caring for
loved ones.**



- ✓ Paid Parental Leave
- ✓ Family Leave
- ✓ Bright Horizons for child care, elder care, pet care and more

**I want to protect
myself from
unexpected costs.**



- ✓ Disability benefits (short- and long-term)
- ✓ Supplemental medical plans (Accident Insurance, Critical Illness and Hospital Indemnity)
- ✓ Legal Plan
- ✓ Auto & Home Insurance
- ✓ Pet Insurance
- ✓ Identity Theft Protection
- ✓ Health Accounts – Health Savings Account (HSA) and Flexible Spending Accounts (FSAs)

2026 Medical, Dental, and Vision Plans

Medical Plans

Here is an overview of your 2026 medical plan options. Plan changes for 2026 are highlighted below.

	Surest Plan	Choice Plus Preferred (PPO)		Choice Exclusive (EPO)	Choice Plus Savings	
	In-Network Only	In- Network	Out-of-Network	In-Network Only	In-Network	Out-of-Network
Deductible (Individual/ Family)	No deductible	\$750/\$1,500	\$1,500/\$3,000	\$500/\$1,000	\$2,500/ \$5,000*	\$4,000/\$8,000**
Coinsurance	You pay 0%	You pay 20%	You pay 40%	You pay 0%	You pay 20%	You pay 40%
Out-of-Pocket Maximum (Individual/ Family)	\$3,000/ \$6,000	\$3,000/ \$6,000	\$6,000/ \$12,000	\$3,000/ \$6,000	\$4,000/ \$8,000	\$7,000/ \$14,000
Preventive Care	\$0	\$0	40% after deductible	\$0	\$0	40%
Office Visit • Primary Care • Specialist	Flat copay; amount will depend on the quality rating of the provider	\$25 copay \$50 copay	40% after deductible	\$20 copay \$40 copay	You pay in full until the deductible has been met; then the plan pays 80% and you pay 20% until you reach the out-of-pocket maximum	You pay in full until the deductible has been met; then the plan pays 60% and you pay 40% until you reach the out-of-pocket maximum
Emergency Room Visit		\$150 copay	\$150 copay	\$150 copay		
Inpatient/ Outpatient Hospitalization		20% after deductible	40% after deductible	\$150 copay \$300 copay		
Prescription Drug						
Retail (up to 31 days)	Flat copay that depends upon drug tier				Applies to medical and prescription drug costs	Applies to medical and prescription drug costs
Generic		\$10	Not covered	\$10		
Preferred Brand		\$35		\$35		
Non-Preferred Brand		\$60		\$60		
Mail Order (up to 90 days)						
Generic		\$20	Not covered	\$20		
Preferred Brand		\$70		\$70		
Non-Preferred Brand		\$120		\$120		

*If you cover dependents, the entire family deductible must be met before the plan will begin to pay benefits.

**If you cover dependents, the entire family out-of-pocket maximum must be met before the plan will cover costs at 100% for the remainder of the calendar year.

Dental Plans

Here is an overview of your 2026 dental plan options. There are no plan changes but contributions are increasing for 2026.

	Cigna Dental PPO Plan		Cigna DHMO Plan
	In-Network	Out-of-Network	In-Network Only
Individual/family deductible (applies to basic and major services)	\$50/\$150		None
Annual maximum benefit	\$1,500		None
Preventive services	You pay \$0		You pay \$0 or copay based on schedule
Basic services	You pay 10%, plan pays 90%	You pay 20%, plan pays 80%	You pay \$0 or copay based on schedule
Major services	You pay 40%, plan pays 60%	You pay 50%, plan pays 50%	Cost varies by procedures
Implants	You pay 50%, plan pays 50% Separate lifetime maximum of \$1,500		Not covered
Orthodontia coinsurance/lifetime maximum (children and adults)	You pay 50%, plan pays 50% Separate lifetime maximum of \$1,500		Covered with restrictions for children and adults



Reminder! In 2024, we introduced a new feature of the Cigna PPO plan called Cigna Dental WellnessPlusSM. When you or your family members receive any preventive care service in one plan year, the annual dollar maximum will increase in the following plan year. When you or your family members remain enrolled in the plan and continue to receive preventive care, the annual dollar maximum will increase in the following plan year, until it reaches the maximum level.

Here's of reminder of how the annual maximum increases:

- **Year 1:** Annual maximum is \$1,500—annual preventive care services received
- **Year 2:** Annual maximum increases to \$1,600—annual preventive services continue to be received
- **Year 3:** Annual maximum increases to \$1,700—annual preventive services continue to be received
- **Year 4 and beyond:** Annual maximum increases to \$1,800

Vision Plan

Here's an overview of your 2026 vision plan, which is the same as 2025 with the same contribution rates.

	UHC Vision Plan	
	In-Network	Out-of-Network
Exam (once every calendar year)	\$0 copay	Up to \$40 covered
Prescription glasses (once every calendar year)		
Single vision	\$0 copay	Up to \$40 covered
Lined bifocal	\$0 copay	Up to \$60 covered
Lined trifocal	\$0 copay	Up to \$80 covered
Standard progressive lenses	\$55 copay	Up to \$60 covered
Premium progressive lenses	\$100–\$250 copay	Up to \$60 covered
Frames (once every calendar year)	\$150 allowance for a selection of frames plus 30% discount on the amount over the allowance	Up to \$45 covered
Contact lenses (instead of glasses) (once every calendar year)	Conventional: \$0 copay; \$130 allowance; 60% off balance over \$130 (discount off retail pricing at participating providers) Disposable: \$0 copay; \$130 allowance	Up to \$130 covered Up to \$210 if medically necessary



It's Time to Enroll

Open Enrollment is October 27 – November 7, 2025

This is your opportunity to update your Commvault benefits for 2026! We encourage you to review your current elections and decide if you need to make any changes for the upcoming year.

Remember! If you don't take action during Open Enrollment, all of your benefit elections will carry over to 2026, except for your FSA and/or HSA elections. If you wish to contribute to an **FSA and/or HSA**, you must make an election during Open Enrollment. Your current elections will not roll over.



LEARN

about the benefits available to you in 2026 by reviewing this brochure and at benefits.commvault.com.

Attend a webinar for a deeper dive into our benefits. Find details below.



DECIDE

If you want to make any changes to your benefits or if you wish to contribute to an HSA or FSA.



ENROLL

in your 2026 benefits through your **Workday Inbox** starting **October 27**.

Remember, you must enroll if you want to contribute to an HSA or FSA in 2026. All your other elections will carry over to 2026.

Want more information about Commvault's benefits?

Join one of the many webinars being held over the next few weeks. Below is an overview of our vendor partners and benefit topics we'll be covering. You can find more information on our intranet.



VENDOR/BENEFIT

- UnitedHealthcare – Medical and Vision
- CVS – Prescription Drug
- Fidelity – Health Savings Account (HSA)
- MetLife – Supplemental Medical
- Bright Horizons – Child and Elder Care Support
- Genomic Life – Genetic Health Screening and Cancer Support
- And more!