



Your 2027 Commvault Benefits

Open Enrollment is October 26 – November 6, 2026



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Your 2027 Commvault Benefits

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Dear Vaulters,

Your wellbeing is at the heart of everything we do at Commvault. It's why we're proud to offer benefits designed to support you and your family through life's most important moments – and help you be your best at work and at home.

We remain committed to investing in comprehensive benefits that provide the continuity, choice, and support you rely on. For 2027, we continue to be an employer of choice by paying 80% of your healthcare costs. The overall design of our healthcare plans will remain largely unchanged, helping you continue to access the care you need.

Open Enrollment, taking place October 26 through November 6, is an important opportunity to review your coverage and make sure it continues to meet your needs. After reviewing the Open Enrollment materials, if you do not want to make any changes to your existing benefits, no action is required and your elections will carry over to 2027. **The only exceptions are your Flexible Spending Account and Health Savings Account elections.** If you wish to contribute to either account in 2027, you must make a new contribution election during Open Enrollment.

Take time to understand your options and choose the coverage that's right for you to care for yourself and those who matter most.

Let's continue to show up for one another and make wellbeing a priority in 2027 and beyond.

Martha Delehanty
Chief People Officer

What's New for 2027

Commvault's benefits are designed to support your physical, emotional and financial wellbeing. We have invested in our benefits offerings to ensure that we are providing you and your families with a comprehensive and competitive package to meet every employee's unique needs. Read on to learn about what's new and changing for next year.

2027 Costs

Commvault continues to provide competitive healthcare and other employee benefits. We work hard each year to keep our costs as low as possible while providing high-quality coverage. Commvault will continue to pay 80% of the benefits coverage; however, due to rising healthcare costs, 2027 employee contributions will be adjusted. We've made very few changes to the plans so you have variety and flexibility to choose the best benefits at the right cost for you and your family.

Medical Plan Changes

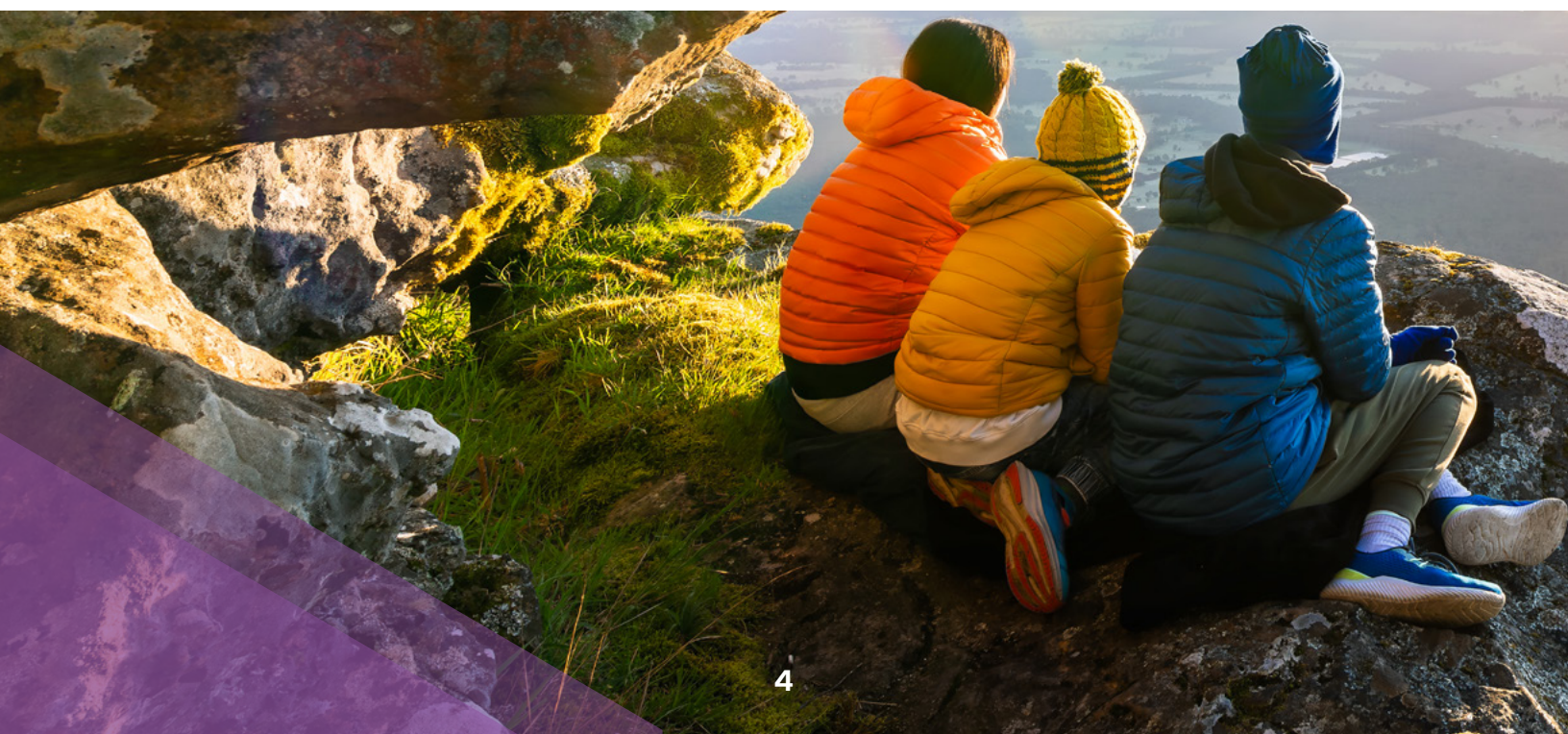
We're making some updates to our medical plan options to keep them competitive and aligned with trends in the market. Here's what's changing:

There are **no plan design changes** to the **Choice Plus Savings Plan, the Choice Exclusive (EPO) Plan** and the **Choice Plus Preferred (PPO) Plan**.

There are some changes to the **Surest Plan** design as follows:

- **Copays:** You pay a flat copay for all services based on the quality rating of the provider. For example, copays for office visits can range between \$10 - \$65. Be sure to use the Surest app to know what you'll pay for care before going to the doctor so you know exactly what your cost will be.
- **Out-of-pocket maximum:** \$4,000 individual/\$8,000 family.

For a refresher on how the Surest Plan works, see page 8.



New Copay for Weight Loss Medications

Like many employers, Commvault continues to see increased usage and rising costs associated with GLP-1 medications prescribed for weight loss. Starting in 2027, we're introducing a \$100 copay for each 30-day supply of GLP-1 medications when used for weight loss, consistent with the changes being made by other companies. As a reminder, prior approval from CVS/Caremark is required to fill a prescription for a GLP-1 medication used for weight loss.

Dental Plan Changes

We continue to provide competitive and comprehensive dental benefits with the plan features described below.

- **Preventive Services:** Covered at 100%
- **Basic Services:** You pay 20% and the plan pays 80%
- **Major Services:** You pay 50% and the plan pays 50%

Greater 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 2027, 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 2027.

Coverage Tier	Commvault Contributes	Your Maximum Contribution	Total Maximum Contribution
Employee Only	\$400	\$4,100	\$4,500
Family	\$600	\$8,400	\$9,000

Remember, if you will be age 55 or older in 2027, you can make an additional \$1,000 catch-up contribution.



Greater Flexible Spending Account (FSA) Contribution Limits

In 2027, you can contribute up to \$3,500* to the Health Care FSA or Limited Purpose FSA. You can carry over up to \$680 of unused 2026 FSA contributions into 2027 and \$680 of unused 2027 FSA contributions into 2028 as long as you enroll in the FSA for 2027. Otherwise, your balance will be forfeited.

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.

The IRS contribution limit for the Dependent Care FSA will remain at \$7,500 for single parents or married couples filing joint tax returns (or \$3,750 for married couples filing separate tax returns).

**Pending IRS limit announcement*

Change to Paying for Auto, Home and Pet Insurance

If you enroll in Auto & Home Insurance and/or Pet Insurance, we are moving to a direct bill system where you will be invoiced directly by the insurance carrier instead of paying through payroll deductions. If you are currently enrolled in these benefits, you will continue to receive the same discounts.

Ask ALEX for Help Choosing the Right Plans for Your Needs

We know there are a lot of decisions to make during Open Enrollment, and we have the tools to help you navigate the 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.

ALEX can also look back and use your actual 2026 medical costs to make enhanced, data-driven recommendations for your 2027 elections, if you choose to share your member ID number. You can find ALEX at start.myalex.com/Commvault starting October 23.



2027 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	\$12.46	\$57.76	\$76.48	\$105.60
Employee + 1	\$63.14	\$135.12	\$169.34	\$227.04
Employee + 2	\$89.72	\$199.77	\$218.50	\$295.68
Family	\$116.31	\$264.42	\$314.32	\$403.98

Dental		
	Cigna PPO	Cigna DHMO
Employee only	\$10.48	\$7.24
Employee + 1	\$20.91	\$14.47
Employee + 2	\$29.55	\$20.88
Family	\$33.29	\$23.04

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.

Surest: A Refresher

Surest provides a transparent medical experience with no deductible, predictable out-of-pocket costs and enhanced digital tools. You'll know what your costs will be before even making an appointment!

Wondering if it's right for you? Here's how it works:



NO DEDUCTIBLE

Unlike Commvault's other medical plan options, Surest does not have a deductible, meaning you will be able to access care with predictable copays from your first doctor's visit. There is a set out-of-pocket maximum (the most you will pay out of pocket in the plan year).



PROVIDERS

Surest makes it easy to spot high-quality providers in the same UHC network. When you search for a provider, you'll see a range of copays (flat fees for services) for the providers in your area. Top-rated providers have lower copays. You can know and go — shop for the care you need at a cost that's clear from the start.



PREDICTABLE COSTS

The Surest app makes it easy for you to understand what you'll pay before you go to the doctor, so you'll know in advance exactly what your cost will be. You can also make tax-free contributions to a Health Care FSA. Note that the plan is not HSA-eligible.



DIGITAL EXPERIENCE

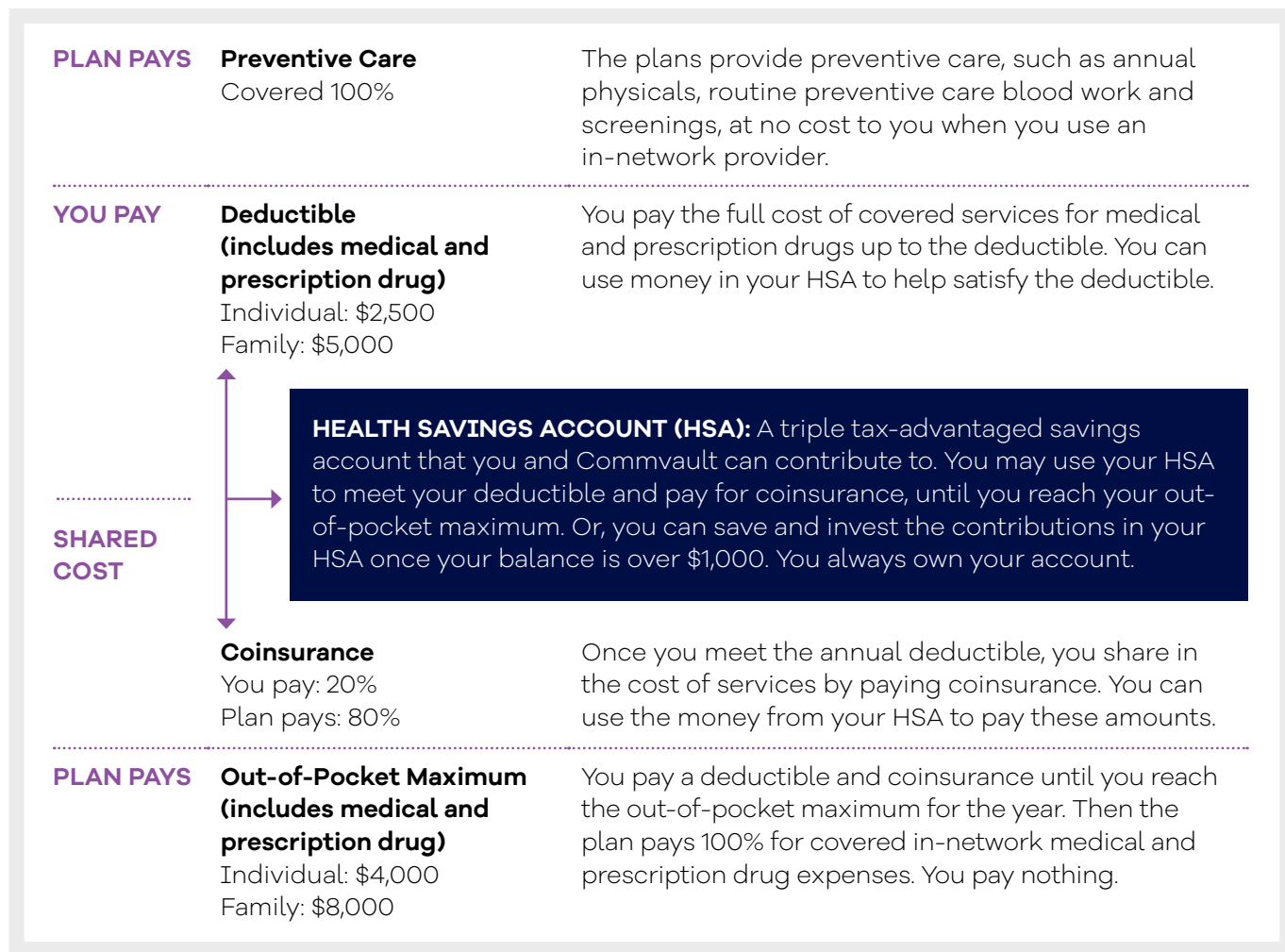
Surest's app and member portal offer an integrated, seamless experience — making it easy to access your health care information from wherever you are.

Want a preview of how Surest works as you consider if this plan would be a good fit for you? Visit join.surest.com, access code **"Commvault2027"** and check it out.



Understand the Health Savings Account Advantages

If you are enrolled in or are considering the **Choice Plus Savings Plan**, learn more about how the plan features work together, including how to use your Health Savings Account (HSA) as you incur medical expenses throughout the year.



The Triple Tax Advantage

There are many tax advantages to using an HSA to pay for eligible health care expenses.



TAX FREE WHEN CONTRIBUTED

The money you contribute to your HSA reduces your taxable income because the deductions are taken from your paycheck on a pre-tax basis.



TAX FREE WHEN WITHDRAWN

When you withdraw the money from your HSA it is tax-free, as long as you use the funds for eligible health care expenses.



GROWS TAX FREE

Any interest earned on your HSA account is tax-free, too.

Considerations for Choosing a Medical Plan

As you think about which Commvault medical plan is right for you, it's important to remember that you share in the cost of coverage in two ways: through payroll contributions and when you receive care. Think about when you want to pay for care: would you prefer to pay more out of your paycheck and less at the point of care, or less out of your paycheck and more if, and when, you need care?

If you are considering the Choice Plus Savings Plan, be sure to take into account Commvault's contribution into the HSA in your cost calculations.

	Payroll Contributions*	If/When You Receive Care	HSA vs. FSA (Commvault Funding)
Choice Plus Savings Plan	\$	\$ \$ \$ \$	HSA Employee Only: \$400 Employee + Dependents: \$600
Surest Plan	\$ \$	\$ \$	FSA eligible, no company funding
Choice Exclusive (EPO) Plan	\$ \$ \$	\$ \$	FSA eligible, no company funding
Choice Plus Preferred (PPO) Plan	\$ \$ \$ \$	\$	FSA eligible, no company funding

Open Enrollment is a good time to reevaluate your needs and determine if your current plan is still the best fit for your personal situation, or if it may be time to make a change. This may include exploring options outside of Commvault if you are married and your spouse has medical coverage available to them. This allows you to have a full picture of your choices.

We encourage you to review all of your options so you can enroll in the best plan for you and your family.

Your 2027 Commvault Benefits at a Glance

Your Commvault benefits provide support and resources for all of life's moments. Make sure you're taking full advantage of them in 2027.



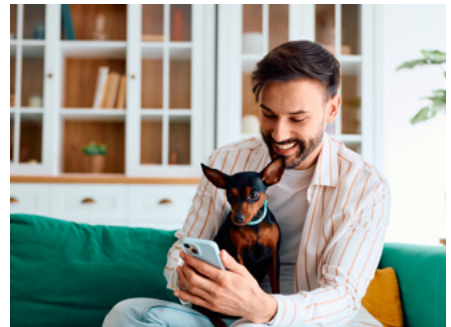
YOUR HEALTH

- Medical and Prescription Drug
- Dental
- Vision
- Reproductive and Family Building Support through Maven
- Midlife and Menopause Care through Maven
- UHC Cancer Support Program
- Genetic Health Screening and Cancer Support through Genomic Life
- UHC Fertility Solutions
- Weight Management Program through Real Appeal
- WellHub



YOUR MONEY

- Tax-advantaged HSA and FSAs
- Life Insurance
- Disability Insurance
- Supplemental Medical
 - Accident Insurance
 - Critical Illness
 - Hospital Indemnity
- 401(k) Plan
- Employee Stock Purchase Plan
- Origin Financial Planning



YOUR LIFE

- Spring Health Employee Assistance Program (EAP)
- MetLife Legal Plan
- Auto & Home Insurance
- Pet Insurance
- Identity Theft Protection
- Paid Parental Leave
- Back-up Child, Elder, and Pet Care
- Surrogacy and Adoption Program
- Tuition Reimbursement



2027 Medical, Dental, and Vision Plans

Medical Plans

Here is an overview of your 2027 medical plan options.

	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)	\$4,000 / \$8,000	\$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 2027 dental plan options.

	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 20%, plan pays 80%	You pay 20%, plan pays 80%	You pay \$0 or copay based on schedule
Major services	You pay 50%, plan pays 50%	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



Vision Plan

Here's an overview of your 2027 vision plan.

	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



Get Ready to Enroll

Open Enrollment is October 26 – November 6, 2026

This is your opportunity to update your Commvault benefits for 2027! 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 2027, 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.



EXPLORE WHAT'S AVAILABLE

Learn about the benefits available to you in 2027 by reviewing this brochure and at benefits.commvault.com.

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



CHOOSE WHAT'S BEST FOR YOU

Use this opportunity to make any changes to your benefits and enroll in the HSA or FSA if you wish to contribute in 2027.



TAKE ACTION

Enroll in your 2027 benefits through your Workday Inbox starting October [XX](#).

Remember, you must enroll if you want to contribute to an HSA or FSA in 2027. All your other elections will carry over to 2027.

Want more information about Commvault's benefits?

Be sure to check out one of the many webinars available (live or recorded). Below is an overview of our vendor partners and benefit topics we'll be covering. You can find more information on our intranet.



BENEFIT/VENDOR

- UnitedHealthcare – Medical and Vision (live)
- Origin – Financial Wellness (live)
- Cigna – Dental (recorded)
- WellHub – Wellbeing Program (recorded)
- Spring Health – Employee Assistance Program (recorded)
- MetLife – Supplemental Medical (recorded)
- Bright Horizon – Child and Elder Care (recorded)
- Fidelity – Health Savings Account (recorded)



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Open Enrollment is October 26 – November 6, 2026

Review your 2027 plan options and get ready to enroll.



It's time to choose your benefits for 2027!

Look inside to learn what's
new for 2027.

