



Annual Enrollment 2025 Decision eGuide

November 1 to November 15, 2024



Annual Enrollment 2025 – November 1 to November 15, 2024

Annual enrollment for your 2025 benefits starts on November 1 and runs through November 15, 2024.

There are minor changes to our plans, so review your materials carefully.

Medical inflation averaged between six and eight percent this year, however, largely due to you taking care of your health, our medical plan premiums will increase by only two percent for 2025. **In addition, we're pleased to announce that there are no increases to your cost for dental or vision coverage.**

Annual Enrollment is your opportunity to review your current benefit elections and decide if you want to make changes for next year. Remember, if you want to participate in the Flexible Spending Accounts and Health Savings Account (HSA) you **MUST** make an election – your 2024 election will not carry forward.

In addition to reviewing this guide, visit [CFTotalRewards.com](https://www.CFTotalRewards.com) and click on the **Annual Enrollment slider** to find more information to help you prepare.

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Summary of Material Modifications (SMM)

This Guide constitutes a Summary of Material Modifications, as required by ERISA, and should be kept with your Summary Plan Description for the CF Industries Holdings, Inc. Employee Welfare Benefit Plan.

What's New for 2025

The following chart provides an overview of what's new for 2025.

Benefit	Description
New Resource	CF Benefit Center, powered by One Source Virtual, now available for benefits help.
Advantage PPO with HSA medical plan	Per IRS rules regarding high-deductible health plans, the annual deductible and out-of-pocket maximum in the Advantage PPO with HSA will change. Learn more.
Standard PPO medical plan	The annual deductible and out-of-pocket maximum will change. Learn more.
Virtual Visits	Due to expiration of the IRS provision that was put into place during COVID, MDLive and in-network virtual visits will now be subject to deductibles and coinsurance.
Prescription Drugs	Balanced Drug List updates and Prior Authorization required for weight loss medications. Learn more.
Adoption Assistance	Up to \$10,000 per adoption for eligible expenses. Learn more.
Health Savings Account (HSA)	The IRS maximum contribution will increase to \$4,300 for employee only coverage and \$8,550 if you are covering at least one dependent. Learn more.
Healthcare Flexible Spending Account (HCFSAs)	The IRS maximum annual contribution will increase to \$3,300. Learn more.
Adding Dependents	Supporting documentation required to add dependents to coverage. Learn more.
401(k)	Student Debt Retirement Savings Program, enhancements to catch-up contributions and additional withdrawal opportunities. Learn more.

NEW! The CF Benefits Center

Connect with our team of experts – the CF Benefits Center – for more ways to get your benefits questions answered! Call or email with your benefit questions: (877) 232-3630 or CFBenefits@onesourcevirtual.com. You will be asked to verify your identity when you call or email.



Learn more about
Annual Enrollment 2025



Eligibility and Enrollment

The elections you make during Annual Enrollment will be effective from January 1, 2025, through December 31, 2025. Once Annual Enrollment ends, you cannot make changes during 2025 unless you experience a qualifying change in life status. Be sure to take the following action:

Consider Your Needs, Learn More About Your Options and Use the Available Tools and Resources

- **Understand your options and what's new for 2025.** This guide provides an overview of your choices. Read it carefully and share it with your family so you're prepared to enroll. Visit [CFTotalRewards.com](https://www.CFTotalRewards.com) for even more information.
- **Understand the personal needs of your family.** If your family status has changed, such as through marriage or a new child, your benefit needs may have changed. Carefully review your options to see if you need to make adjustments or add coverage.
- **Use PLANselect to assist with determining which medical plan may be best for you and your family.** Simply answer four questions about your likely medical needs for next year and you'll get a better idea of what plan might be best for you.
- **Consider your budget.** Participating in some of our money saving plans, like the Health Savings Account (HSA) and Flexible Spending Accounts (FSAs), can really add value by saving you money on taxes.
- **Call the Blue Cross Blue Shield Health Advocacy Solutions (HAS) team.** Provided at no cost to you and available 24/7, your health advocate can answer your health care questions, help you understand your options and navigate the health care system throughout the year. Simply call (888) 902-8293 (toll-free).

Benefits Eligibility

Regular, full-time employees are eligible to participate in the CF benefit programs. You can also enroll your legally married spouse and your (or your eligible spouse's) legal dependent child(ren) up to the age of 26.

NEW – Enrolling a New Dependent?

If you add a new dependent to your coverage during Annual Enrollment, you must provide supporting documentation such as a marriage certificate, birth certificate, etc. As a reminder, if you have a **qualified change in life status** during the year, you must submit the change and supporting documentation within 30 days of the event.

Decide If You Need to Take Action

This is a passive enrollment, which means that, with the exception of the Flexible Spending Accounts and Health Savings Account elections, most of your benefits will roll forward to next year. **However, you should take action during Annual Enrollment if you want to:**

- **Enroll in or change your current medical, dental or vision elections for 2025.** This includes adding or dropping dependents. **NEW for 2025**, you'll need to provide required documentation for any new dependents you add during Annual Enrollment.
- **Contribute to the Health Care, Limited Purpose Health Care or Dependent Care Flexible Spending Accounts (FSAs).** Your 2024 election amounts will not carry forward to 2025.
- **Elect to participate in the Health Savings Account (HSA) for 2025, if eligible.** Your 2024 election amount will not carry forward to 2025. **You must be enrolled in the HSA to get the employer seed money** in January and you must contribute to get the employer match.
- **Evaluate your voluntary life and AD&D needs and decide if you want to change your coverage.**

Starting November 1, 2024, you can go into [Workday](#) to enroll in your 2025 benefits. **You have until November 15, 2024, so don't miss out.**

Please Note – Annual Enrollment is not supported through the Workday mobile app.

Making Changes During the Year

Changes to your benefit elections are permitted during the year only if you experience a **qualified change in life status** such as:

- Marriage
- Annulment, or legal separation
- Divorce (you must drop your spouse as soon as your divorce is finalized to avoid financial implications)
- Birth or adoption of a child
- Death of a dependent
- Your spouse gains or loses coverage
- Your dependent is no longer eligible for coverage

If you experience a change in life status, please contact your local Human Resources representative. **You will be required to make the change in Workday within 30 days of the qualified change.** For example, you may add a newborn child to your health coverage by enrolling in Workday and uploading supporting documentation in Workday within 30 days of the birth. If your benefit changes and documentation are not submitted in Workday within 30 days of the event, you must wait until the next Annual Enrollment period to change your benefits.



Your Benefits – An Overview

Benefit	Options	Who Pays for the Plan	Enrollment and Changes*
Medical	<ul style="list-style-type: none"> • Advantage PPO with HSA • Standard PPO 	CF and you share the cost	New hire and Annual Enrollment
Dental	Cigna Dental Plan	CF and you share the cost	New hire and Annual Enrollment
Vision	Cigna Vision Plan	CF and you share the cost	New hire and Annual Enrollment
Health Savings Account (HSA)	Available if you enroll in the Advantage PPO with HSA	You can make pre-tax contributions. The Company makes an automatic contribution to your account and provides an additional match when you contribute.	You can make changes at any time
Flexible Spending Accounts (FSAs)	<ul style="list-style-type: none"> • Health Care FSA • Limited Purpose Health Care FSA (dental and vision expenses only) • Dependent Care FSA 	You contribute with pre-tax dollars	New hire and Annual Enrollment
Basic Life and AD&D	1x base salary	CF pays the full cost	Enrollment is automatic
Business Travel Accident	2x base salary up to \$1M	CF pays the full cost	Enrollment is automatic
Voluntary Life (may require EOI)	<ul style="list-style-type: none"> • You – 1-5x base salary up to \$1M • Spouse – \$10,000 increments up to \$500,000 • Child – \$5,000 increments up to \$20,000 	You pay the full cost with after-tax dollars	New hire and Annual Enrollment
Voluntary AD&D	<ul style="list-style-type: none"> • You – \$50,000 increments up to \$500,000 • Spouse – \$50,000 increments up to \$500,000 • Child – \$5,000 increments up to \$20,000 	You pay the full cost with after-tax dollars	New hire and Annual Enrollment
Disability	<ul style="list-style-type: none"> • Short-Term Disability • Long-Term Disability – 60% base pay up to \$10,000 per month 	CF pays the full cost	Enrollment is automatic
Chronic Condition Management and Prevention	Dario Health	CF pays the full cost	You can participate at any time (qualification may be required)
Employee Assistance Program (EAP)	Assistance is available for you and your family household, 24/7	CF pays the full cost	You can participate at any time

*You may be eligible to make a change during the year if you have a change in status. Click [here](#) for more information.

Medical Options

Your medical coverage is essential for keeping you healthy today, as well as protecting you if you are ill or injured. CF offers two medical plan options administered by Blue Cross Blue Shield of Illinois (BCBSIL):

- Advantage PPO with HSA
- Standard PPO

Both medical options have the following features:

- In-network preventive care is covered at 100%
- You can choose any provider, but you pay less when you use BCBSIL in-network providers
- You pay the full cost of services until you meet your deductible, which varies based on the option and level of coverage you choose. Prescription drugs are subject to the deductible in the Advantage PPO with HSA.
- Once you meet your deductible you pay 10% of covered services (coinsurance)
- Prescription drug coverage is provided through Prime Therapeutics

If you enroll in the Advantage PPO with HSA, you have the added advantage of a Company contribution to your Fidelity HSA to help you cover a portion of your deductible and pay for eligible expenses. If you contribute too, you earn even more with the Company match. Learn more about the HSA on [pages 15 – 17](#).

NEW for 2025 – *Virtual visits through MDLive and in-network providers will continue to be available, however, these services will be subject to deductible and coinsurance.*

Pay Less with In-Network Providers

Because you receive the highest level of benefits when you use in-network providers, you should always check to see if your providers are in the network before you receive care. [Click here](#) to find a provider or call BCBSIL Health Advocacy Solutions (HAS) at **(888) 902-8293** to get help with in-network providers.

NEW for 2025

CF is making small adjustments to deductibles and out-of-pocket maximums to comply with IRS guidelines for high-deductible health plans. For 2025, this means a modest \$50 increase for the in-network individual deductible and a \$100 increase for the in-network family deductible under the Advantage PPO. The Standard PPO deductible will also increase by this amount. See [page 9](#) for details on the new deductible and out-of-pocket maximum changes.

[Click here](#) to view the 2024 – 2025 Legally Required Notices

Medical ID Cards

If you enroll in either medical option for 2025, you will receive a new ID card in the mail from Blue Cross and Blue Shield of Illinois (BCBSIL) which reflect your new deductible and out-of-pocket maximum. Be sure to use this card for any services received on or after January 1, 2025.

Quickly and easily access your medical ID card by downloading the BCBSIL app by scanning the QR code ►



Google Play



The App Store

Comparing the PPO Features

Plan Feature	Description	Advantage PPO with HSA	Standard PPO
Your Cost of Coverage	You and CF share in the cost of coverage. Your cost depends on who you cover.	You pay less towards your medical premiums for coverage.	You pay more toward your medical premiums for coverage.
Deductible	The amount you must pay before the Plan begins to pay a portion of the cost. In-network preventive care is not subject to the deductible.	The deductible is higher . If you have family coverage, any covered family member or combination of family members must satisfy the family deductible before the plan pays benefits, even if only one person uses the plan. Prescription drugs are subject to the deductible.	The deductible is lower . Once one family member satisfies the individual deductible, the plan pays expenses for that individual. Then any covered family member or any combination of family members can satisfy the family deductible. Prescription drugs are not subject to the deductible.
Coinsurance	The percentage the Plan pays once you meet your deductible.	In-network expenses are covered at 90%.	In-network expenses are covered at 90%.
Out-of-Pocket Maximum	The most you will pay out of your pocket before the plan pays 100% of eligible costs.	The out-of-pocket maximum is higher.	The out-of-pocket maximum is lower.
Prescription Drugs	Automatic with enrollment in either medical option.	With the exception of some preventive medications, the cost will apply to the deductible and coinsurance and will count towards your out-of-pocket maximum.	Except for some preventive medications, prescriptions have copays and don't apply to the deductible, but do count towards your out-of-pocket maximum.
Health Savings Account (HSA)	A tax-advantaged plan that lets you save pre-tax dollars to pay for eligible health care expenses. The money stays with you through retirement.	Available with a Company contribution and match (only if enrolled in the HSA).	Not available.
Health Care Flexible Spending Account (HCFSA)	A tax-advantaged plan that lets you save pre-tax dollars to pay for eligible health care expenses. You must use your money each calendar year or you lose any amount over \$610 (balances under \$25 will be forfeited).	Limited Purpose Health Care FSA available for dental and vision expenses only.	Available for medical, prescription drug, dental and vision expenses.

Comparing the PPO Plan Details

Medical		
Plan Feature	Advantage PPO with HSA	Standard PPO
NEW Annual Deductible	<ul style="list-style-type: none"> In-network: \$1,650 individual; \$3,300 family Out-of-network: \$3,300 individual; \$6,600 family <p>If you have family coverage, any covered family member or combination of family members must satisfy the family deductible before the plan pays benefits, even if only one person uses the plan.</p>	<ul style="list-style-type: none"> In-network: \$1,150 individual; \$2,300 family Out-of-network: \$2,300 individual; \$4,600 family <p>When one family member satisfies the individual deductible, the plan pays benefits for that individual. Then any covered family member or any combination of family members can satisfy the family deductible.</p>
NEW Annual Out-of-Pocket Limit	<ul style="list-style-type: none"> In-network: \$3,300 individual; \$6,600 family Out-of-network: \$6,600 individual; \$13,200 family 	<ul style="list-style-type: none"> In-network: \$2,650 individual; \$5,400 family Out-of-network: \$5,300 individual; \$10,600 family
CF Health Savings Account (HSA) Contribution	<ul style="list-style-type: none"> Initial contribution: \$250 individual; \$500 family (only if enrolled in the HSA)* Matching contribution: Dollar-for-dollar up to: \$500 individual; \$1,000 family CF's initial and matching contributions can offset your deductible by as much as 50% 	Not applicable
Health Savings Account (HSA) Maximum Contribution	<p>2025 Maximum Annual Contribution</p> <ul style="list-style-type: none"> Individual: \$4,300 (includes CF's contributions) Family: \$8,550 (includes CF's contributions) <p>Note: If you are age 55 or older, you can contribute an additional \$1,000 per year to your HSA.</p>	Not applicable
Lifetime Maximum Benefit	Unlimited	Unlimited
In-Network Benefits	<p>Preventive Care and Medications – Preventive care covered at 100% with no deductible; some preventive medications covered at 100%.</p> <ul style="list-style-type: none"> Adults: annual age and gender-appropriate care Child: age-based schedule <p>Other Services – Covered at 90% after deductible</p>	
Out-of-Network Benefits	<p>Using out-of-network providers will always cost more than in-network providers through higher deductibles, reduced coinsurance, and higher out-of-pocket maximums – and providers can also charge you for amounts above the BCBSIL allowable amount for a service.</p> <p>Coinsurance: 70% / 30%, after deductible</p>	
Prescription Drugs		
Type	Advantage PPO with HSA (In-Network) – You pay:	Standard PPO (In-Network) – You pay:
Generic	100% until deductible is met; 10% after deductible is met	\$10 copay (30-day supply) \$20 copay (90-day supply)**
Preferred Brand	100% until deductible is met; 10% after deductible is met	\$40 copay (30-day supply) \$80 copay (90-day supply)**
Non-Preferred Brand	100% until deductible is met; 10% after deductible is met	\$55 copay (30-day supply) \$110 copay (90-day supply)**
Preventive Medications	Some covered at no cost to you; for others, the 10% coinsurance will apply, but not the deductible.	Some covered at no cost to you; for others, your copay is based on the drug type (i.e., generic, preferred, non-preferred)
Prescription Costs	Coinsurance counts towards deductible and out-of-pocket maximum	Copay counts towards out-of-pocket maximum only
Use HSA to Pay for Prescriptions	Yes	No

*Prorated for month of hire.

**For Mail Order or Extended Supply Network Pharmacies fill 90-day supplies of maintenance medications.

Selecting Your Medical Option and Navigating Care During the Year

CF provides you with additional resources at no cost to you, through **Blue Cross Blue Shield Health Advocacy Solutions (HAS)**. A health advocate serves as a personal assistant for your health care needs and more. If you are enrolled in a CF medical plan, you can contact a health advocate to help address your medical benefits questions, concerns and issues.

A health advocate can help you and your covered family members:

- Locate in-network providers
- Get personal assistance with your health care matters
- Understand your health benefits
- Talk to your BCBSIL clinician about health questions
- Sort out a new diagnosis and what to do next
- Shop for quality, lower-cost health care
- Identify community resources depending on your situation

It's easy to reach a health advocate.

Call **(888) 902-8293** (toll-free).

Whether it's during Annual Enrollment or anytime of the year, to help you find an in-network provide, explain your benefits or find community resources. You'll get support 24/7.



Take Charge of Your Well-Being

CF is committed to providing comprehensive programs at no cost to you that help you focus on your well-being. Visit [CFTotalRewards.com](https://www.CFTotalRewards.com) to learn more about the following:

- **Strive** – CF Industries' well-being platform that provides a simple way to help you take charge of your physical, financial and emotional health at home and work while earning reduced medical premiums and gift cards.
- **Dario Health** – Confidential chronic condition management and prevention program, focusing on emotional well-being, weight management, diabetes management, blood pressure management and musculoskeletal health.
- **Ayco** – Personalized financial counseling to help you manage all facets of your financial well-being.
- **Employee Assistance Program** – Confidential support, consultation, resources and information to help you and your household family members balance work and family as well as manage personal difficulties.
- **NEW! Adoption Assistance** – CF is committed to supporting your overall well-being, including your family life. We're pleased to provide up to \$10,000 of reimbursement per adoption for eligible expenses for adoptions that begin on or after January 1, 2025. More information about this new benefit will be available in January.



Save Even More in 2025 with *Best Premium!*

Take charge of your health and save money on your medical insurance with Best Premium. When you complete a routine annual physical and submit your results on the Strive platform by the November 1, 2025, deadline, you'll receive a \$500 savings on your premiums and another \$500 if your covered spouse completes the requirements.



[Learn More](#)

Prescription Drugs

You can find the **Formulary Drug List** by visiting [CFTotalRewards.com](https://www.CFTotalRewards.com).

When you enroll in one of CF's medical plans, you automatically receive prescription drug coverage through Prime Therapeutics. Your paycheck cost for prescription drug coverage is included in your medical contributions.

You must use Prime network pharmacies to fill your prescriptions. Prime has a broad network of pharmacies such as CVS, Walgreens and more. You can find network pharmacies by visiting [BCBSIL.com](https://www.BCBSIL.com) and clicking on **Find a Pharmacy**. If you are taking a maintenance medication, you can fill up to a 90 day supply through Express Scripts Mail Order or you can also purchase at a retail pharmacy (Prime's Extended Supply Network Pharmacies).

Prescription Drug Updates

The prescription drug formulary, which reflects covered medications, is updated several times throughout the year. Remember to review periodically to confirm coverage of your current and future medications. **Beginning in 2025**, weight loss medications will require **prior authorization (PA)** before your prescription will be filled or refilled. If you are impacted by this change you will receive information from BCBS. You may also contact BCBS Health Advocacy Solutions for questions on medications that require prior authorization.

The Balanced Formulary Drug List reflects preferred medications. The price you pay for each prescription depends on its formulary tier:

- **Generic** – Your prescriptions are filled with generic drugs unless your physician indicates that substitutions are not allowed. Generic drugs are essentially equivalent to the brand-name drug for all the active ingredients.
- **Preferred brand** – In general, these drugs do not yet have a generic equivalent, but may in the future.
- **Non-preferred brands** – Some non-preferred brands may be covered on the Prime Therapeutics formulary list. Those medications not on the list will not be covered by the plan.

Accredo Specialty Management

Accredo can assist with your specialty medication needs. Contact Accredo a patient care advocate at (833) 721-1619.

Step Therapy

With step therapy, you must get prior authorization for certain medications, ensuring that you receive the most effective treatment at the lowest possible cost. This means you may need to try another proven, cost-effective medication before coverage of a different drug is provided. Review the health plan's [Balanced Drug List](#) to determine if a specific drug requires Step Therapy.

Prescription Drug Prior Authorization (PA)

A PA requires you to meet certain criteria before specific drugs are covered. The program is designed to promote patient safety, ensure drugs are prescribed for the use intended by the manufacturer and the FDA, and ensure the appropriateness of the drug therapy.

Dental Plan

Did you know that a healthy mouth is essential to your overall health? Poor oral health can lead to periodontal disease, which has been linked to illnesses such as heart disease, diabetes and respiratory infection.

You have the option of enrolling in a Dental PPO featuring the Cigna Total Network. The Plan offers 100% coverage for in-network preventive care. You can use any provider, but you pay less when you use a provider in the Cigna Total Network. The annual maximum is the most the Plan will pay for covered services each year.

Plan Feature	Coverage
Annual Deductible	\$50 per individual; \$150 per family
Annual Maximum (excludes preventive and orthodontia services)	\$1,500 per person
Preventive Services Oral exams and cleanings (two per calendar year), x-rays (full), space maintainers (through age 14), topical fluoride treatments/sealants (to age 14)	Plan pays 100%
Basic Services Emergency exams & palliative care for pain, oral surgery, amalgam/composite fillings, extractions (routine), endodontics (root canals), periodontics	Plan pays 80% after deductible
Major Services Porcelain crowns, inlays and onlays, partial/complete dentures, denture relines/rebases, removable/fixed bridgework	Plan pays 50% after deductible
Orthodontia Covers children and adults	Plan pays 50% after deductible; lifetime maximum \$2,000 per person
Implants	Plan pays 80% after deductible; subject to annual maximum

Find Cigna Dental Providers

You can find a Cigna provider by logging in to your Cigna account or by calling (800) 244-6224 and using the automated Dental Office Locator or speak to a customer service representative to locate a Cigna Total Network dentist or specialist.

Cigna Mobile App

Learn more about your dental plan by logging in to mycigna.com or scan the QR code to download the mobile app ▼



Google Play



The App Store

Vision Plan

Taking care of your eyes is important to your overall well-being. You have the option of enrolling in vision coverage through Cigna, which offers a large network of providers such as LensCrafters®, Pearle Vision®, Target Optical®, Costco Optical® and Walmart Vision Center®. When enrolled, the vision plan helps pay for eye exams, frames, lenses and contact lenses for you and your dependents. You also receive discounted services for Laser Vision Correction through contracted laser centers.

Benefits are available once every calendar year. You can use any provider, but you pay less when you use a Cigna network provider.

Benefit	In-Network	Out-of-Network
Exam	You pay \$10	Plan pays up to \$60
Glasses (in lieu of contacts)	You pay \$25 and then the Plan pays:	The Plan pays up to:
• Single Vision	100%	\$40
• Bifocal		\$65
• Trifocal		\$75
• Progressive		\$75
• Lenticular		\$100
Frames	The Plan pays up to \$200	Plan pays up to \$133
Contact Lenses (in lieu of glasses)	The Plan pays up to \$300	For elective contact lenses, the Plan pays up to \$225. For medically necessary contact lenses, the Plan pays up to \$210.
Laser Vision Correction	Discount program available	

What's Not Covered

The following vision expenses are not covered under the Vision Plan:

- Any non-prescription eyeglasses, lenses or contact lenses
- Spectacle lens treatments, “add-ons,” or lens coatings not shown as covered in the Schedule of Vision Coverage
- Prescription sunglasses
- Two pairs of glasses, in lieu of bifocals or trifocals

Find Cigna Vision Providers

Find Cigna providers in the network by calling (888) 353-2653 or by logging in to mycigna.com. Remember, although you can use any provider, you pay less out of your pocket when you use providers who are in the Cigna network.

Health Savings Account (HSA)

If you enroll in the Advantage PPO with HSA medical option, you can make pre-tax contributions to a Health Savings Account (HSA). When you open your HSA, CF provides an annual base contribution. If you contribute, you get even more through the Company match. The HSA has many features that make it a great savings tool today, as well as for your future.

Save On Taxes Today

There are “triple tax” advantages to contributing to an HSA. Contributions are taken out of your paycheck before taxes. Once in your account, they grow tax free with interest or investment earnings. When they're withdrawn to pay for eligible health care expenses, they are free of federal, and in many cases, state taxes. Remember, if you use your HSA to pay for ineligible expenses before age 65, you will be taxed on those amounts and will be subject to an additional 20% penalty.

CF Helps You Save, Too

You can get a portion of your deductible funded through CF contributions to your account.

- **Automatic contributions** – **WHEN** you open your HSA, CF will automatically contribute up to \$250 for employee only coverage and \$500 if you are covering at least one dependent (prorated for new hires). You get this contribution whether you decide to contribute or not and it's always yours to keep.
- **Matching contributions** – If you decide to contribute to your HSA, CF will make a dollar-for-dollar matching contribution to your account, up to \$500 for employee only coverage and \$1,000 if you are covering at least one dependent.

Use Your Money When You Need It

When you have an eligible health care expense during the year, you can use your Fidelity HSA debit card and the money comes right out of your account. Eligible expenses include medical, prescription drugs, dental and vision costs. You can find a complete list by logging in to your Fidelity account or by reviewing [IRS publication 502](#).

Watch Your Balance Grow if You Don't Use It

One of the best features of the HSA is a savings account that is your to keep and carries forward each year, even if you leave CF. That makes it a valuable tool to help you save for future health care expenses. Not only are your contributions and qualified withdrawals from your account free of federal taxes, but your investment earnings are as well.

2025 Annual Contributions and IRS Limits

Coverage Tier	CF Automatic Contribution	CF Matching Contribution*	Your Maximum Contribution**	IRS Maximum Contribution Limit (includes all employee and CF contributions)***
You only	\$250	\$500	\$3,550	NEW \$4,300
You and at least one other family member	\$500	\$1,000	\$7,050	NEW \$8,550

*Assumes you contribute at least \$500 if you have employee only coverage and \$1,000 if you are covering at least one other dependent.

**If you are age 55 or older you can make an additional \$1,000 catch up contribution.

***Married couples with HSA-eligible family coverage will share one family HSA contribution limit of \$8,300 in 2024. If both spouses have eligible self-only coverage, each spouse may contribute up to \$4,150 in separate accounts.



Using Your HSA to Save for Future Medical Expenses

Consider this...Fidelity estimates that the average 65-year-old couple retiring in 2025 will need approximately \$330,000* to cover future medical costs. If you do not use your HSA dollars now, your account can grow year after year with your contributions. Use your money for things like Medicare premiums, deductibles and coinsurance, qualified long-term care premiums, hearing aids and more.

CF also helps you save by contributing to your account. And remember, your contributions decrease your taxable income, so you're also saving on taxes today.

**Estimate based on a hypothetical couple retiring in 2025, 65-years-old, with life expectancies that align with Society of Actuaries RP-2014 Mortality Table Healthy Annuitants rates projected with Mortality Improvement Scale MP-2020 as of 2025.*

How Your HSA Can Work with the Limited Purpose Health Care FSA

When you enroll in the Advantage PPO with HSA medical plan, you can save money on eligible dental and vision expenses and not use the funds in your Health Savings Account (remember, those roll forward from year to year and can help you save for retirement) by contributing to the Limited Purpose Health Care Flexible Spending Account (HCFSA).

Consider this:

Melissa contributes the maximum to her Health Savings Account (HSA) each year, with a goal of saving as much as possible for retirement. But Melissa has a son who needs braces and a daughter who wears glasses, meaning she knows she'll spend at least \$3,000 out of her pocket on dental and vision expenses in 2025.

Melissa can save the maximum to her HSA for 2025, as well as save up to an additional \$3,200 to the Limited Purpose HCFSA to use for her eligible dental and vision expenses in 2025. This means she can continue to grow her HSA, while saving on eligible dental and vision expenses by using before-tax dollars from her Limited Purpose HCFSA.

Learn more about the Limited Purpose HCFSA on [page 18](#).



Health Care FSA and Limited Purpose Health Care FSA

Save money on eligible health care expenses with the general purpose Health Care Flexible Spending Account (HCFSA) and Limited Purpose Health Care Flexible Spending Account (Limited Purpose HCFSA). Both are administered by Fidelity.

Each year during Annual Enrollment you decide how much you want to save, from \$120 to \$3,300. You must make an election each year – your previous year’s election does not carry forward.

The following pre-tax Flexible Spending Account options are available to you:

Health Care FSA	Limited Purpose Health Care FSA
<ul style="list-style-type: none">• Can be used for eligible medical, dental and vision expenses• Set aside up to \$3,300 pre-tax annually• Debit card available• Not eligible if enrolled in a Health Savings Account (HSA)	<ul style="list-style-type: none">• Can be used for dental and vision expenses only• Set aside up to \$3,300 pre-tax annually• Debit card available• Your FSA option if enrolled in the Advantage PPO with HSA

If you elect to contribute, contributions will be taken out of your paycheck in equal amounts. However, your full annual balance is available to you at the beginning of the year.

Paying for Your Expenses

If you enroll in the HCFSA or Limited Purpose HCFSA, you will receive a debit card from Fidelity that you can use at the point of service. If you are enrolled in 2024, your current debit card can be used for your 2025 expenses. Be sure to save detailed receipts or digital copies of all your eligible expenses in case you need to validate your reimbursement. A “paid receipt” or credit card receipt is generally not considered valid documentation. Alternatively, you can pay for your health care service or purchase up front and manually file a claim for reimbursement with Fidelity by logging in to www.netbenefits.com.

It’s Important to Plan Carefully When Making Your Election

If you elected to participate in the HCFSA or Limited Purpose HCFSA in 2024, you have until March 31, 2025, to submit your eligible expenses you incurred in 2024. The carryover provision allows you to carry over a minimum of \$25 and a maximum of \$640 of your unused 2024 HCFSA or Limited Purpose HCFSA balance into 2025. Balances under \$25 and over \$640 will be forfeited.

If you elect to participate in the Health Care FSA or Limited Purpose HCFSA in 2025, you have until March 31, 2026, to submit eligible expenses you incurred in 2025 or you will forfeit any balance below \$25 or more than \$660 in your account.

Comparing the Health Savings Account, Health Care FSA and Limited Purpose Health Care FSA

Plan Feature	HCFSA	Limited Purpose HCFSA	HSA
Eligibility	You can participate if you are not enrolled in the Advantage PPO or any other HDHP with HSA medical option.	You can participate if you are enrolled in the Advantage PPO with HSA medical option.	You can participate if you: <ul style="list-style-type: none"> • Enroll in the Advantage PPO with HSA medical plan option • Are not claimed as a dependent on someone else's tax return • Are not covered by another health insurance plan that is not a high deductible health plan • Do not participate in a HCFSA (other than the Limited Purpose HCFSA) • Are not enrolled in any part of Medicare
Electing Contributions and Making Changes	You can only make an election during your new hire period or during Annual Enrollment, unless you have a qualified change in status consistent with the change.	You can only make an election during your new hire period or during Annual Enrollment, unless you have a qualified change in status consistent with the change.	You can start, stop or change your contribution election at any time during the year.
Company Contribution	No	No	Yes. CF will make an automatic contribution to your account of \$250 if you have employee only coverage and \$500 if you cover at least one other dependent. You will also receive a dollar-for-dollar matching contribution of up to \$500 if you have employee only coverage and \$1,000 if you cover at least one other dependent.
Annual Maximum Contribution	\$3,300	\$3,300	Employee only coverage – \$4,300 Employee plus one or more – \$8,550 (including employee and all CF contributions) If you are age 55 or older, you can make an additional \$1,000 catch-up contribution to your account each year.
Eligible Expenses	Eligible medical, prescription drug, dental and vision for you and your tax dependents.	Eligible dental and vision for you and your tax dependents.	Eligible medical, prescription drug, dental and vision for you and your tax dependents.
Claim Deadlines and Unused Funds in Your Account	All eligible expenses must be incurred between January 1, 2025, and December 31, 2025, and submitted to Fidelity by March 31, 2026. Balances less than \$25 and any amount more than \$660 will be forfeited.	All eligible expenses must be incurred by December 31, 2025, and submitted to Fidelity by March 31, 2026. Balances less than \$25 and any amount more than \$660 will be forfeited.	If cash funds are available, you can make withdrawals from your account at any time after it is opened. Any unused balance in your account is carried over to the next year and goes with you if you change employers or retire.
Reimbursements	You may be reimbursed for expenses up to the maximum amount you elect for the full year. The full amount will be available to you on your benefits effective date.	You may be reimbursed for expenses up to the maximum amount you elect for the full year. The full amount will be available to you on your benefits effective date.	You will be reimbursed up to your account balance at the time you submit the claim; reimbursements for submitted expenses that exceed the amount in your account may be made once there are sufficient funds in your account. Note: You cannot claim reimbursements for expenses incurred before opening your HSA.

Dependent Care FSA

If you and your spouse work, are looking for work, or are in school full time, the Dependent Care FSA (DCFSA) lets you set aside pre-tax money for eligible day care, summer day camp, after-school or home care expenses for qualified dependents, including children under age 13 (or older, if disabled). Other qualified tax dependents include your spouse and your parents if they live with you and are mentally or physically incapable of caring for themselves.

If you elect to contribute, deductions will be taken out of your paychecks in equal amounts throughout the year. You can contribute from \$120 to \$5,000 to the DCFSA, or up to \$2,500 if you and your spouse both work and file taxes separately.

It's Important to Plan Carefully

If you elected to participate in the Dependent Care FSA in 2024, you have until March 15, 2025, to incur claims and until March 31, 2025 to submit eligible claims for reimbursement or you will forfeit any remaining balance.

If you elect to participate in the Dependent Care FSA in 2025, you have until March 15, 2026, to incur claims and until March 31, 2026 to submit eligible claims for reimbursement or you will forfeit any balance in your account.

The Dependent Care FSA is administered by Fidelity. View your balance and file claims online at www.netbenefits.com.

Is Your Family Growing?

If you've recently added a child to your family, or you plan on adding a child in 2025, consider contributing to the DCFSA if you expect to have daycare expenses. The DCFSA can save you money by using pre-tax dollars to pay for that care.



Life and AD&D Insurance

If you're unsure of how much life insurance you need and want help determining your needs, take advantage of free financial counseling through Ayco by calling (800) 527-0012.

It's always a good idea to plan for the unexpected, no matter what your age or stage in life. CF provides automatic basic life, AD&D and Business Travel Accident, and you have the option of enrolling in additional coverage for more protection.

Basic Life, AD&D and Business Travel Accident Insurance

CF provides you with Basic Life* and AD&D* Insurance coverage equal to one time your annual base salary (rounded up to the next \$1,000). Basic life coverage in excess of \$50,000 is subject to imputed income. The Company also provides Business Travel Accident Insurance coverage of two times your base salary if you die or are seriously injured while traveling for work.

Voluntary Life Insurance

If you need more coverage than the basic coverage provided by CF, you have the option of purchasing Voluntary Life* Insurance:

- **For yourself** – Elect one to five times your annual base salary (rounded up to the next \$1,000), up to \$1 million.
- **For your spouse** – Elect up to \$500,000 in increments of \$10,000. Coverage is only available to age 70.
- **For your children** – Elect up to \$20,000 in increments of \$5,000.

If you are electing coverage of more than the guaranteed issue (GI) as a new hire or if you are electing coverage for the first time or increasing your coverage during Annual Enrollment, or as the result of a qualifying life event, you will be required to complete evidence of Insurability (EOI) and submit to the insurance carrier (New York Life). Child life does not require EOI.

**Basic Life, AD&D, voluntary life and voluntary AD&D coverages reduce to 65% at age 65.*

Voluntary AD&D Insurance

You can also purchase Voluntary AD&D* Insurance to provide you additional coverage. You have the option of purchasing Voluntary AD&D Insurance:

- **For yourself** – Elect up to \$500,000 in increments of \$50,000.
- **For your spouse** – Elect up to \$500,000 in increments of \$50,000. Coverage is only available to age 70.
- **For your children** – Elect up to \$20,000 in increments of \$5,000.

Evidence of insurability is not required for Voluntary AD&D.

Evidence of Insurability Requirements for New Hires or Newly Eligible Employees

If you are a new hire, your guaranteed issue amount for yourself is the lesser of 4x annual base salary or \$400,000. Any exceeding amount is subject to evidence of insurability. Any spouse life elections above \$50,000 are subject to evidence of insurability. Once approved by the insurance carrier, your full Voluntary Life Insurance coverage will become effective.

Disability Insurance

CF provides you with Short-Term Disability (STD) and Long-Term Disability (LTD) automatically at no cost to you.

- **Short-Term Disability** – The STD benefit offers 100% base salary for up to eight weeks and then 66⅔% of your base salary for another 18 weeks. STD benefits will be reduced by any state or statutory benefits (including Workers Compensation) you receive while you are on STD.
- **Long-Term Disability** – If you are ill or injured for more than 26 weeks, you may be eligible for LTD benefits. CF provides long-term disability coverage of 60% of base pay, to a maximum of \$10,000 per month. Certain employees may be eligible for a monthly maximum benefit of \$20,000 per month. Because this coverage is Company paid, your monthly LTD benefit payments are taxable income to you.

For purposes of LTD coverage and benefits, base salary is your regular salary or wages assuming you work 2,080 hours per year. Base salary does not include overtime, bonus pay, incentive compensation or any other type of pay or allowances that you earn or that are provided to you.

Education Assistance

CF Industries is committed to investing in you to support your professional development. If you are a full-time active employee, you may be eligible for up to \$10,000 of reimbursement for covered, approved tuition expenses at an accredited institution. The course must be job-related, satisfactorily completed outside regular working hours and lead to a degree. All courses must be fully approved before the start of the course to qualify for education assistance reimbursement. Documentation must be submitted within 30 days of course completion.

401(k) Plan

Whether you're just getting started in your career or you're an experienced professional, prepare now for the life you want to lead when you retire. The CF 401(k) plan can help you plan for retirement and proactively save for the future. The CF 401(k) plan is administered by Fidelity.

You are eligible to participate in the 401(k) plan after 60 days of service. CF helps you save with automatic contributions to your account, which are based on your years of service, as well as a match based on what you contribute each year.

Your Contributions

You can contribute up to 75% of your eligible earnings on a combined pre-tax, after-tax or Roth basis. For 2025, you can contribute up to \$23,500 in pre-tax and Roth contributions. If you are age 50 or older, you can make an additional catch-up contribution of \$7,500.

Automatic Enrollment

If you don't make your contribution elections to the 401(k) within 60 days of your hire date, you will be auto-enrolled at a contribution rate of 3% automatically. You can change your contribution at any time.

Automatic Company Contribution

CF makes an automatic contribution to your account each year, regardless of your contributions. Your annual contribution is based on your years of service as shown below:

Years of Service	Your Annual Company Contribution
Less than 5 years	4%
5 – 9 years	5%
10 – 14 years	6%
15 or more years	7%

You must be an active employee at CF on December 31 of the year to receive the automatic contribution. Contributions will be made to your account during the first quarter of the following year.

Company Match

CF matches 100% of your contributions, up to the first 6% of pay.

Vesting

You are vested in automatic Company contributions after three years of service and Company matching contributions after two years of service.

To enroll in the plan or manage your account, log in to www.netbenefits.com.

What's New in the 401(k) Plan

You'll see these enhancements to the 401(k) plan for 2025:

- **Effective January 1, 2025, increases in catch-up contributions for certain ages.**
If you are between the ages of 60 and 63, you can contribute up to 150% of the current catch-up limit. That's an additional \$3,750* in catch-up contributions per year (based on the 2024 limit).
- **Effective April 1, 2025, additional withdrawal types from the plan:**
 - Qualified Birth or Adoption: up to \$5,000
 - Domestic Abuse: lesser of \$10,000 or 50% of vested balance
 - Qualified Declared Disaster: up to \$22,000
 - Emergency Withdrawal (for personal or family emergencies): up to \$1,000

Contact Fidelity www.netbenefits.com for more information on these enhancements.

*This amount will adjust based on the 2025 limits, once published.

NEW! Student Debt Retirement Savings Program

If you have student loans, you can now have your repayments treated as retirement contributions and get an employer match that will go into your 401(k) account after the end of the plan year. This employer contribution is subject to the Plan's 6% matching limit, which means that if you already receive the full 6% match for your 401k contributions, you will not receive an additional matching contribution for your student loan repayments.

Student loans that qualify for this program represent federal or private loans from U.S.-based loan service providers and used to pay for your own, your spouse's or dependent's undergraduate or graduate higher education.

Additional information on this new program will be available on www.netbenefits.com on or after December 16, 2024 .



Your 2025 Monthly Cost of Coverage

Medical, Dental and Vision Coverage

	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
BCBS CF Standard PPO	\$169.73	\$440.23	\$269.44	\$629.05
BCBS Advantage PPO with HSA	\$134.72	\$377.64	\$224.89	\$545.25
Cigna Dental PPO	\$7.14	\$15.30	\$20.40	\$33.66
Cigna Vision	\$3.00	\$6.00	\$6.00	\$10.00

Best Premium – If you and your covered spouse have completed Best Premium by November 1, 2024, you both will receive \$500 (up to \$1,000) toward your 2025 medical premiums. This will be reflected on your paystub as a reduction in your bi-weekly cost for medical coverage. The amounts above do not reflect that savings.

Employee and Spouse Voluntary Life Insurance*

Employee – 1x, 2x, 3x, 4x or 5x annual base salary up to \$1M maximum.

Spouse – You must elect employee voluntary life to elect coverage for your spouse. You can elect coverage in \$10,000 increments, up to a maximum of \$500,000.

Premiums shown are per \$1,000 of coverage based on employee age.

Under Age 24	\$0.050
Age 25 – 29	\$0.060
Age 30 – 34	\$0.080
Age 35 – 39	\$0.090
Age 40 – 44	\$0.109
Age 45 – 49	\$0.163
Age 50 – 54	\$0.256
Age 55 – 59	\$0.466
Age 60 – 64	\$0.660
Age 65 – 69	\$1.270
Age 70+	\$2.060
Child (Increments of \$5,000)	
Premium shown is per \$5,000 of coverage (Maximum: \$20,000)	\$0.93

*Evidence of Insurability (EOI) required for some Voluntary Life insurance elections:

- **Newly eligible employee:** EOI required for coverage amounts greater than 4x your annual base salary or \$400,000 (whichever is less).
- **Current employee:** EOI is required if you previously waived coverage or if you are increasing your current coverage amount.
- **Newly eligible spouse:** EOI required for coverage amounts over \$50,000.
- **Current spouse:** EOI is required if you previously waived coverage or if you are increasing your current coverage amount.

Note: Domestic partners are not eligible for coverage.

Voluntary AD&D

Employee Only (Increments of \$50,000)	
Premium shown is per \$50,000 of coverage (Maximum: \$500,000)	\$1.40
Spouse Only (Increments of \$50,000)	
Premium shown is per \$50,000 of coverage (Maximum: \$500,000)	\$1.40
Child Only (Increments of \$5,000)	
Premium shown is per \$5,000 of coverage (Maximum: \$20,000)	\$0.14

Important Contacts and Resources

Managing Your Benefits

Log in to [Workday](#) and then click the **Benefits** icon to enroll, change or update your benefits information. If you have questions, contact the **NEW! CF Benefits Center** by calling (877) 232-3630 or email CFBenefits@onesourcevirtual.com.

Benefit	Website or Email	Phone / Email
General Benefits and Enrollment Questions		
CF Benefits Center	CFBenefits@onesourcevirtual.com	(877) 232-3630, M-F, 7 a.m. to 7 p.m. CST
Medical		
Blue Cross and Blue Shield of Illinois (BCBSIL)	www.bcbsil.com	(888) 902-8293
BCBSIL Health Advocacy Solutions (HAS)		(888) 902-8293 – 24/7
CF Industries Health Center Proactive MD	CF Industries Health Centers Patient Portal	promise@proactive.md
Prescription		
Prime Therapeutics	www.myprime.com	(888) 902-8293
Accredo Specialty Pharmacy	www.accredo.com	(833) 721-1619
Dental and Vision		
Cigna	www.mycigna.com Account: 3333808	Dental: (800) 244-6224 Vision: (888) 353-2653
Chronic Condition Management and Prevention		
Dario	www.about.dariohealth.com/cfindustries	(833) 438-0736 – 9 a.m. to 9 p.m. ET
Well-Being		
Strive Well-Being Platform	www.cftotalrewards-strive.com/en/login/	(888) 339-4131 support@propelwellness.zendesk.com
Health Savings Account (HSA) and Flexible Spending Accounts (FSAs)		
Fidelity NetBenefits	www.netbenefits.com	(800) 835-5095
Financial		
Ayco	www.ayco.com/login/cfindustries	(800) 527-0012
401(k) – Fidelity Investments	www.netbenefits.com Account: 09650	(800) 835-5095
Pension – CF Industries Pension Center	ypr.aon.com/cfindustries	(866) 234-9977
Life and AD&D Insurance		
New York Life Conversion/Portability		(770) 690-1980
Life and AD&D Claims	benefits@cfindustries.com	
Short-Term Disability (STD), Long-Term Disability (LTD) and FMLA Leave		
New York Life	www.mynylgbs.com	(800) 362-4462
LTD Evidence of Insurability (EOI)	BethlehemMail@newyorklife.com	(866) 607-2360
Other Programs		
Perkspot – Discount Program	cfi.perkspot.com/login	(866) 606-6057
Cigna Healthy Rewards	www.cigna.com/rewards	(800) 258-3312
NYL GBS Secure Travel	www.mynylgbs.com	(800) 362-4462
COBRA – Onesource Virtual (OSV)	CFCOBRA@onesourcevirtual.com	(833) 323-5465, M-F, 7 a.m. to 7 p.m. CST



CF Industries
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Disclaimer

This guide presents summary information about the CF Industries benefits program and select policies. Nothing on the site changes any plan and/or contract terms, or any other term of your at-will employment with CF Industries. The site does not include, nor is it intended to include, all program details, which are contained in governing documents, such as insurance contracts, plan documents, and trust agreements. If there is any discrepancy between the information on this site and the governing documents, the governing documents will take control. CF Industries reserves the right to amend, modify, reduce, or terminate any part of its benefits program at any time, without notice, in accordance with applicable laws and regulations.

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