

BUNGE HEALTH SAVINGS ACCOUNT

SUPPLEMENTARY INFORMATION

What is a Health Savings Account (HSA)?

An HSA is a tax-advantaged savings account established and maintained by a trustee or custodian, similar to a traditional Individual Retirement Account (IRA), but designated for qualified medical expenses set forth in §223(d)(2) of the Internal Revenue Code (e.g., medical, prescription drugs, dental and vision expenses). The HSA is not part of Bunge's group medical plan. It is an individual account that belongs to you.

An HSA allows you to pay for current qualified medical expenses and save for future qualified medical expenses on a tax-favored basis. HSA contributions, investment earnings, and qualified distributions are all exempt from federal income tax, Social Security and Medicare (FICA) tax and state income tax (for most states).

In addition, there is no "use it or lose it" rule — unused HSA dollars roll over from year to year, making HSA an easy way to save and invest for future qualified medical expenses. You own your HSA and can take it with you when you change medical plans, change jobs or retire. This means the funds in your account, contributed by you and Bunge, are non-forfeitable and portable.

An HSA is not an employer-sponsored employee benefit plan. Bunge will forward contributions you make via pre-tax salary reductions, and Bunge may contribute additional employer contributions. The Plan Administrator will maintain records to keep track of your HSA contributions but it will not create a separate fund or otherwise segregate assets for this purpose. Bunge has no authority or control over the funds deposited in your HSA.

The terms and conditions of your HSA custodial account are described in your PayFlex HSA Custodial Agreement provided by your HSA custodian, PayFlex Systems USA, Inc. The applicable fees for your HSA are described in your PayFlex HSA Fee Schedule.

What are the eligibility requirements?

To be eligible to contribute to an HSA, you must satisfy the following requirements:

- You must be enrolled in a high-deductible health plan (HDHP);
- You cannot be covered by any other health plan that is not an HDHP, including a spouse's Flexible Spending Account;
- You may not be enrolled in any Medicare plan; and
- You may not be claimed as a dependent on another's tax return.

You cannot elect HSA benefits with the Bunge North America, Inc. Health Care Reimbursement Plan (Bunge FSA), unless the Limited Purpose (Vision/Dental) Option is selected. If you elect the HDHP option and a Bunge FSA, you will be treated as automatically enrolled in the Limited Purpose (Vision/Dental) Option for that Plan Year.

How does an HSA work?

You may use your HSA funds to pay for expenses under your HDHP that you incur before you have met your deductible, for coinsurance or copayments you owe after meeting your deductible, or for any other qualified medical expenses. Your HSA funds can be used for qualified expenses even if you are not currently eligible to contribute to your HSA.

The funds in your account can also be used for other non-medical expenses (and medical expenses that you incurred before your HSA establishment date), but such distributions are subject to ordinary income taxes plus a 20% penalty. The 20% penalty does not apply if the distribution occurs after you reach age 65, become disabled or die; however, ordinary income tax may still apply.

Funds remaining in your account at the end of the year roll over and accumulate for your future qualified medical expenses. You may choose not to spend your HSA dollars, use after-tax dollars for your

qualified medical expenses and leave your HSA dollars to grow for the future. Choosing which expenses to pay with out-of-pocket, after-tax dollars and which to pay with your HSA dollars is entirely up to you.

Funds in your HSA will earn interest and the amount of which will be disclosed in your monthly online account statement. You can find your account statements in your PayFlex member portal.

How much can I contribute to an HSA?

In 2024, the Internal Revenue Service (IRS) set a limit for contributions at \$4,150 for an individual and \$8,300 for a family. These limits may increase in future years based on cost-of-living adjustments. Here are some special rules that apply to these limits:

- Employees age 55 or older are allowed to make catch-up contributions of an additional \$1,000 per year.
- You and your spouse can each have an HSA. The \$8,300 applies to you jointly.
- If your spouse is age 55 or older and eligible to make a catch-up contribution, he or she may do so in their own HSA. Your spouse cannot contribute their catch-up contribution to your HSA.
- Your annual contribution limit will be reduced by any matching or other employer contributions (including employer nonelective contributions) made to your HSA by Bunge.
- The maximum annual contribution is prorated for the number of months in which you are an HSA-Eligible individual during the calendar year.

You must be enrolled in an HDHP as of the first day of the month in order to contribute to or receive any matching or other employer contributions to your HSA for that month. You may make contributions for any tax year up to the deadline for filing your federal income tax return for that year (without extensions). For most years, that is April 15 of the following year. That date may change if April 15 falls on a weekend or a holiday. If you had a General Purpose Option under the Bunge FSA in effect during the prior Plan Year but did not exhaust your General Purpose Option account balance by the last day of such year, you will not be eligible to contribute or to receive any

employer contributions to your HSA until the April 1 of the next Plan Year.

Your HSA election can be increased, decreased or revoked prospectively at any time during the Plan Year, effective no later than the first day of the next calendar month following the date that the election change was filed. If you experience a mid-year life event which triggers your special enrollment right under section 9801(f)(3) of the Internal Revenue Code, your contribution limit to the HSA will be adjusted accordingly.

What happens if I over contribute to my HSA?

If your contribution to your HSA exceeds the contribution limit described above, you will have to pay income taxes on the excess amount. You may also have to pay an excise tax. However, the excise tax may be avoided as long as you withdraw the excess amounts by the tax filing deadline (including extensions) of the applicable tax year.

What happens to my HSA if I quit my job or otherwise leave my employer?

Your HSA is portable. This means that you can take your HSA with you when you leave and continue to use the funds you have accumulated. Funds left in your account continue to grow tax-free. If you are covered by a qualified HDHP, you can even continue to make tax-free contributions to your HSA.

Can I roll over funds from my other HSA?

If you have an HSA from a prior employer, you can rollover your funds to your HSA at Bunge once per year. Transfers can be made through your HSA custodian. Rollovers do not count toward your contribution limit for the year.

What does it mean to have my HSA checking account FDIC insured?

The Federal Deposit Insurance Corporation, or FDIC, is an independent agency of the United States government. The FDIC insures your deposits up to a specified limit in the unlikely event of the failure of the insured bank or savings institution. Please visit the FDIC website at www.fdic.gov for more details.

Only the funds in your HSA cash account are FDIC insured. The FDIC does not insure the money in your HSA investment account.

What health care expenses does my HSA cover?

Your HSA funds can be used tax free to pay for out-of-pocket qualified medical expenses, even if the expenses are not covered by your HDHP. This includes expenses incurred by your spouse or dependents.

Please refer to IRS Publications 969 and 502 for information on qualified medical expenses.

What happens to the money in my HSA if I become disabled?

Building an account balance in preparation for expenses associated with disability or increasing medical usage in retirement is one of the great benefits of an HSA.

If you become disabled and enroll in Medicare, contributions to your HSA must stop as of the first of the month in which you become enrolled. However, you can continue to use your funds to pay for qualified medical expenses, including payments for Medicare Parts A and B.

If you use your funds for qualified medical expenses, the distributions from your account remain tax free (i.e., free from federal income taxes or state income tax (for most states)). If you use the monies for non-qualified expenses, the distribution becomes taxable, but due to your disability, exempt from the 20% penalty.

What happens to the money in my HSA after I reach age 65?

At age 65 and older, you may continue to use your HSA funds to pay for qualified medical expenses; for instance, you may use your HSA to pay certain insurance premiums, such as Medicare Parts B, C or D, Medicare HMO, or your share of retiree medical coverage offered by a former employer. Funds cannot be used tax-free to purchase Medigap or Medicare supplemental policies.

If you use your funds for qualified medical expenses, the distributions from your account remain tax free (i.e., free from federal income taxes or state income tax (for most states)). If you use your funds for non-qualified expenses, the distribution becomes taxable, but due to your age, exempt from the 20% penalty.

What happens to the money in my HSA after I die?

You may designate one or more beneficiaries for your HSA. You may change your beneficiary at any time. If you are married and do not designate your spouse as your beneficiary, you may need your spouse's consent to do this. If you do not have a beneficiary on file at the time of your death, your legal spouse will be deemed to be your beneficiary. If you are not married at the time of your death and you do not designate a beneficiary, your HSA funds will be paid to your estate.

May I invest my HSA funds?

You may have investment options available to you under your HSA program; if so, you may transfer some of your HSA funds to an investment account. The terms and conditions are set forth in your custodian agreement.

May I close my HSA account?

You may close your HSA at any time in accordance with your custodian agreement. If you do not roll over your final HSA balance to a new trustee or custodian, the payment will be sent to you and will be reported as a non-qualified withdrawal from your HSA.