

## ***FAQs about Retiree Medical Benefits Changes***

**Why is the company making changes to the Retiree Medical Plan?** We have seen a notable decline in enrollments and a significant increase in monthly premiums. We believe that retirees may find more cost-effective and suitable insurance options outside of the company's retiree medical, dental, and vision coverage offerings.

**What changes are being made to the retiree medical benefits?** Effective December 31, 2025, Hallmark will terminate the retiree medical, dental, and vision benefits. This means that after this date, the company will no longer provide medical, prescription drug, dental, or vision coverage for retirees.

**How will these changes affect my current coverage?** Until December 31, 2025, eligible retirees will continue to have access to the company's pre-65 retiree medical insurance, as well as dental and vision insurance, with retirees responsible for the full cost of this coverage. After this date, the company will no longer provide these coverages.

**What should I do to prepare for these changes?** We recommend exploring alternative insurance options that best suit your needs. We are announcing this change now to give you ample time to plan accordingly. Additional information and guidance will be provided later this year to assist you in this transition.

**Will there be support available to help me understand and navigate these changes?** Yes, we are committed to supporting you through this transition. We will provide additional information and guidance later this year. Please keep an eye out for future communications that will contain important details regarding these changes.

**Why is this announcement being made now?** We are making this announcement now to give you sufficient time to explore other coverage options and to plan for how these changes may impact you. Our goal is to give you ample time to find suitable alternatives.