

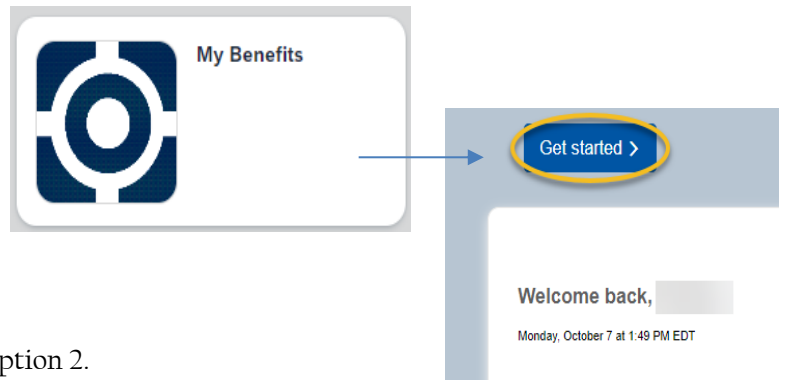


2026 Benefits at a Glance for full-time employees

For those hired on or after January 1, 2026, eligibility for company paid benefits and elected benefits **begin the first of the month after hire date** (except where noted). Employees have 30 days from date of hire to elect benefits.

How to Enroll:

Go to People Connect and click on the tile called My Benefits. This will bring you to the benefit site to start your enrollment. Click on either the “Get Started” button



Support for Enrolling:

- Email: AmeriGasBenefits@benefitfocus.com.
- Phone: 800-414-5368; select Option 1, then Option 2.

BENEFITS CHOICE ELECTIONS

Detailed information can be found on the benefit portal. People Connect/MyBenefits tile or www.AmeriGasBenefits.com

Medical	Three Blue Cross plans to choose from- IBX PPO Basic, IBX PPO Preferred and IBX High Deductible Health Plan (HDHP) - please see details of each plan on the benefit communication portal (People Connect/MyBenefits tile)
Vistia	If you elect to be in the medical plan, you and your covered dependents will have access to a Vistia Health Champion. Your single point of contact for any health care or benefits-related issue, big or small. Totally Free. Totally confidential!
Teladoc	If you enroll in a medical plan, you and your dependents get free Teladoc virtual doctor visits on the PPO plans (HDHP may have costs). Available services include: • Virtual doctor visits for non-emergency care • Diabetes management and prevention programs • High blood pressure management • Mental health support services You would also have access to Teladoc’s P360 Virtual Primary Care and Expert Medical Opinion programs, which also provide a fast, convenient, and affordable alternative to in-person doctor visits for non-emergency situations Available services through the P360 program include: • Annual checkups and wellness visits • Dedicated time to discuss medical history and health challenges • Personalized care plans • Referrals, prescriptions, and lab orders as needed • Expert Medical Opinion - access to second opinions from specialty doctors and nationally recognized medical experts

Sword Thrive (MSK)	Overcome joint, back and muscle pain from home with the help of a licensed physical therapist and easy-to-use technology. Available if you enroll in one of the medical plans.
Prescription Drug	CVS/Caremark – Coverage is automatically provided, at no additional cost, when enrolled in medical coverage.
	Operation Save-a-Life-- If on a maintenance medication for asthma, diabetes, cholesterol or high blood pressure, get a physical from your doctor annually and AmeriGas will pick up most of the costs of these maintenance medications
Dental Plans	Two dental plans are available through United Concordia.
Vision Plan	Two vision plans are available through VSP
Healthcare Spending Account (HSA)	If you choose the IBX High Deductible Health Plan an HSA will be included. AmeriGas will make a contribution towards your HSA account - \$500 for individual coverage and \$1,000 for family. This is prorated depending on your date of hire. You can also contribute to the HSA account.
Flexible Spending Account (FSA)	A tax-exempt account to be used for un-reimbursed health care expenses up to the IRS limit per year if you are enrolled in a PPO plan.
Limited Purpose Spending Account	If enrolled in the HDHP you can enroll in the limited purpose spending account and get reimbursed for dental and vision expenses only.
Dependent Care Spending Account	A tax-exempt account to be used for child or elder day care expenses up to \$7500.00 per year.
Supplemental Life Insurance	Life Insurance is available to be purchased from 1x to 5x your salary. No evidence of insurability when coverage is first offered.
Supplemental Accidental Death and Dismemberment (AD&D)	Benefits can be purchased for you and your family members for covered losses resulting from accidental injuries. You must purchase AD&D coverage for yourself from 1x to 5x your salary to cover your dependents with up to 50% of your elected coverage amount. <i>Spouse: up to 50% of your coverage. Spouse and child(ren): 40% for spouse; 10% for children of your coverage. Child(ren) only – 15% of your coverage</i>
Dependent Life	Life Insurance is available to be purchased for your spouse and children. You can elect spouse coverage from \$10,000 to \$100,000 but not more than 50% of your voluntary life amount. You can cover all your children, up to age 26, for \$10,000 for one low cost. <i>*Employee must be enrolled in Voluntary Life Coverage to elect Spouse or Child(ren) Voluntary Life *Evidence of Insurability (EOI) may be required for Employee and Spouse coverages if not elected when first offered, increase coverage by more than one level, or go over the guaranteed issue amount.</i>
Long Term Disability Buy-Up Coverage	Two options are available. The two options differ in the percentage of compensation paid in the event of total disability. Coverage begins after 26 weeks of disability and extends until recovery or age 65, whichever comes first
Voluntary Benefits	Critical Illness and Personal Accident through Voya
	Hospital Indemnity Insurance through Voya *This is not a medical plan. This fixed indemnity policy may pay you a limited dollar amount if you're sick or hospitalized. You're still responsible for paying the cost of your care
	Pet Insurance
	Unum Whole Life Insurance with Long-Term Care
	Allstate Identity Protection

COMPANY PAID BENEFITS

The following are company paid benefits: Detailed information can be found on the benefit portal. People Connect/MyBenefits tile or www.AmeriGasBenefits.com

Life Insurance	1x Salary <i><u>Be sure to elect your beneficiary for this benefit.</u></i>
Accidental Death and Dismemberment	Pays 1x Salary in case of accidental death or dismemberment at any time. Effective date of hire
Business Travel Accident Insurance	Pays 4x Salary in the event of death or dismemberment while traveling on/for company business. Effective date of hire
Disability Plans	<u>Short –Term Disability (STD)</u> – Provides 100% of pay from week 2 to 5, 70% of pay from weeks 6 to 13 and 50 % of pay from weeks 14-26. The first week is paid at 100% if PTO is available. Eligibility begins after 6 months of full-time employment. <u>Long –Term Disability (LTD)</u> – Provides 50% of pre-disability compensation if on a leave for more than 26 weeks.
CareBridge EAP	Assistance program that provides help in managing work and family life issues. Examples include parenting concerns, eldercare issues, marriage and relationship issues, stress management, depression and anxiety, financial concerns, drug and alcohol problems. Includes 5 free counseling sessions per incident, per year.
YouDecide.com TicketsatWork	Single destination for discounted products and services. You can save on everything from flat-screen TVs and movie tickets to restaurants and travel packages.
Quit for Life Program	Smoking cessation program designed to help you and your family members quit smoking at no cost to you.
Credit Union	Utilities Employee Credit Union - visit Uecu.org or call 610-927-4044
Employee Referral Program	For further information refer to the policy
Stock Purchase and Dividend Reinvestment	After tax payroll deductions, participation in this plan avoids brokerage fees or administrative costs. Dividends are automatically reinvested and used to purchase additional shares of UGI Common Stock.
Financial Assistance and Matching Programs	<u>Tuition Reimbursement</u> – reimburses 80% of eligible tuition expenses up to \$6,300 per calendar year. The maximum reimbursement per calendar year for graduate level classes is \$10,000. Reimbursement is subject to tax withholdings after the annual reimbursement reaches \$5,250. <u>Adoptions Assistance</u> - up to \$5,000 in reimbursement of adoption expenses upon finalization of an adoption. All employees who are eligible for the Company medical plan are eligible for benefits under this plan. <u>Matching Gifts Program</u> - The company will match employee contributions to any two-year or four-year, fully accredited college or graduate school up to a maximum of \$1,000 per calendar year per employee. All full-time employees with at least two months of service are eligible to participate in the Matching Gift Program

401(k) SAVINGS PLAN

(Eligibility begins as soon as administratively possible following date of hire, usually within one week. Visit www.401k.com to enroll or call 800-835-5092)

The AmeriGas Savings Plan is a retirement savings program funded by AmeriGas and employee dollars. Employees can defer up to 50% of compensation on a tax-deferred basis up to the IRS dollar limit. Employees who are over the age of 50 can contribute an additional amount of money up to the IRS limit. AmeriGas matches dollar for dollar, up to 5% of compensation, beginning with the first of the month following one year of service. The company match has a 5-year vesting schedule.

Please note – Full time and flex employees will be automatically defaulted into the 401k plan at 3% of your salary 60 days after your hire date. If you do not want to be defaulted or you would like to contribute sooner, please contact Fidelity immediately.

Please log into Fidelity and elect a beneficiary.