Roper
TECHNOLOGIES



Your Benefits, Your Choice

November 4 – 18, 2026

We're committed to supporting your overall wellbeing — physical, mental, and financial. Roper's comprehensive benefits package includes employer-paid basic life insurance, employer-paid short- and long-term disability, 401(k) with employer match, a robust Employee Assistance Program, and a variety of voluntary plans for you and your family.

Annual Open Enrollment is your opportunity to review your benefits and make changes that become effective on January 1, 2027.

What's New for 2027?

NEW **Meet Lyra, Your Enhanced Mental Health Support Partner:** We're expanding mental health support with Lyra Health! A free benefit to all employees and their eligible family members, Lyra is a comprehensive, personalized experience that goes far beyond a traditional EAP by connecting employees and their families to high-quality therapy, coaching, and medication support, in addition to traditional EAP resources.

NEW **Expanded Preventive Care! Coronary Calcium Score Test:** We're adding the Coronary Artery Calcium Scoring Test to the preventive services covered under our medical plans for eligible members. The simple test can detect hidden plaque buildup before symptoms appear, giving you and your doctor an opportunity to take preventive action early.

- **Increased HDHP Deductible:** If you're enrolled in the High Deductible Health Plan (HDHP), your deductible will increase by $100 (to $3,500) for individual coverage and by $200 (to $7,000) for family coverage.
- **More Money from Roper in Your HSA:** Your employer is contributing even more money this year to your Health Savings Account (HSA) to $800 (individual) / $1,400 (family).
- **REMINDER** **401(k) Administrator:** Fidelity replaced Vanguard as our 401(k) recordkeeper effective October 2, 2026. Remember to log into your NetBenefits account, familiarize yourself with Fidelity's retirement resources, and ensure your information, including your beneficiaries, is accurate.

How to Enroll

Evaluate your needs.

Review your current coverage and consider any personal or family changes.

Explore your options.

Visit **roperbenefits.info** for coverage details, and 2027 rates.

Make Health, Dependent Care & Commuter FSA elections.

Your current FSA elections will not roll over for 2027.

Review your HSA contribution.

Review your eligibility and decide if you want to make any changes to your contribution for 2027.

Enroll or make changes by November 18.

Scan the QR code or visit **roperbenefits.info/eligibility-enrollment** for enrollment portal access details.

All other current elections will roll over automatically, with applicable plan and rate changes.

IMPORTANT

Once Open Enrollment ends on **November 18**, you won't be able to make changes to your benefits until the next Open Enrollment unless you experience a qualifying life event, such as marriage, birth of a child, or a change in employment status. You must report the event to the Roper Employee Benefits Service Center within 30 days.

QUESTIONS? Contact Roper Employee Benefits Service Center

888-481-3284
roper.benefits@assuredpartners.com

Compare Your Medical Plans

Both plans use the **Anthem BCBS provider network** and cover preventive care at 100%. For additional information on your medical plans and prescription costs, review the Health Plan Summary of Benefits & Coverage (SBCs) at **roperbenefits.info**.

Features	HDHP	PPO
Payroll Deductions	Lower	Higher
Plan Design	Pay full cost of service until deductible is met. Plan then covers 80%.	Copay-based plan with a low deductible for some services. Plan covers 80% after deductible is met, when a deductible is required.
Deductible	$3,500 Individual $7,000 Family*	$1,250 Individual $2,500 Family
Out-of-Pocket Maximum	$5,500 Individual $11,000 Family	$4,000 Individual $8,000 Family
Copay	Limited copay options specific to certain virtual care services and preventive Rx. Deductible and coinsurance applies to all other services and prescriptions.	Office Visit: $25 Specialist Visit: $40 Urgent Care: $50 ER Visit: $200
Roper Annual HSA Contribution (paid per pay period)	$800 Individual $1,400 Family	N/A
Best for employees who want...	Lower payroll deductions, tax savings with an HSA, and are comfortable managing higher upfront costs.	Predictable costs with traditional copays and lower deductibles, and are comfortable with higher payroll deductions.

**The family deductible is embedded. With an embedded family deductible, a single person can meet their individual deductible ($3,500), and the plan will begin to pay at 80%, even if the family deductible hasn't been met yet, offering faster coverage for high-cost individual medical needs.*

2027 Monthly Rates

Medical	HDHP			PPO		
	Employee		Employer	Employee		Employer
	2027	2026	2027	2027	2026	2027
Employee Only	$73	$71	$652	$168	$165	$633
Employee + Spouse / Domestic Partner	$348	$341	$1,392	$594	$583	$1,294
Employee + Child(ren)	$189	$183	$1,118	$372	$360	$1,109
Employee + Family	$431	$423	$1,750	$726	$712	$1,679

Dental (NO rate increase!)	Low Plan			High Plan		
	Employee		Employer	Employee		Employer
	2027	2026	2027	2027	2026	2027
Employee Only	$15	$15	$18.53	$23	$23	$19.53
Employee + Spouse / Domestic Partner	$30	$30	$36.28	$47	$47	$37.06
Employee + Child(ren)	$26	$26	$31.50	$40	$40	$32.92
Employee + Family	$48	$48	$59.00	$75	$75	$60.71

Vision (NO rate increase!)	PPO	
	Employee	
	2027	2026
Employee Only	$10.22	$10.22
Employee + Spouse / Domestic Partner	$14.01	$14.01
Employee + Child(ren)	$14.35	$14.35
Employee + Family	$20.65	$20.65

IMPORTANT

For more information about these and other valuable benefits, scan the QR code or visit **roperbenefits.info**.