



2025 EMPLOYEE BENEFITS

Your Benefits. Your Choice.

KODIAK
GAS SERVICES™

welcome

Kodiak Gas Services, LLC. offers an excellent selection of benefits for regular, full-time employees. We recognize that each employee is unique and has different benefit needs. We have tailored our program specifically to help you and your family access quality healthcare, plan for retirement, and prepare in case of illness or disability. That is why we provide you with multiple options whenever possible: choice of plans, choice of coverage levels, and choice of benefit amounts.

Understanding the value of your benefits and how they work is very important to you and your family. For this reason, we have partnered with Prepare Benefits to help with the enrollment process. Details regarding this partnership can be found on page 4 and 5.

The 2025 Passive Enrollment period will be held December 2, 2024, through December 13, 2024. You have been provided access to your Benefits Confirmation Statement that provides your current enrollment. Once this is reviewed, along with this guide, you may determine if you wish to make any election changes. If you wish to participate in the FSA, please ensure you have made your new election for the plan year.

If you have any questions regarding benefits, please contact Human Resources at 936-539-3300 or benefits@kodiakgas.com.

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Notice This brochure provides only a brief summary of the benefits available to all full-time employees of Kodiak Gas Services, LLC. Some benefits are discussed in more detail within the Employee Handbook. Official plan documents, policies, and certificates of coverage contain the details, conditions, maximum benefit levels and restrictions on benefits. These documents govern your benefits program, so if there are any discrepancies, the official documents prevail and are available upon request to Human Resources. The company reserves the right to modify or eliminate these or any other benefits at any time for any reason.



The **Annual Legal Notices** can be found on the benefit website.
Please login to obtain an updated copy of the following notices:

- Women's Health Cancer Act of 1998 (WHCRA) Notice
- Newborns and Mothers' Health Protection Act Notice
- Notice of Special Enrollment Rights
- Statement of ERISA Rights
- Medicare Part D Participant Notice
- Privacy Notice
- CHIPRA Notice
- Notice of Coverage Options

