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Hexcel Corporation
401(k) Retirement Savings Plan

Summary Plan Description
May 6, 2026

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SECTION I An Overview of How the Plan Works

This section gives you an overview of how the Plan works, and it explains some basic definitions that you should find useful as you read through this SPD. Later Sections will give you a more detailed explanation of various features of the Plan.

The Hexcel Corporation 401(k) Retirement Savings Plan (the "Plan") was established in its current form to provide retirement or post-employment income to "Eligible Employees" of Hexcel Corporation and its U.S.-based subsidiaries, which for simplicity will be referred to collectively as "Hexcel" in this Summary Plan Description (the "SPD"). The term "Eligible Employees" generally refers to U.S.-based employees of Hexcel subject to Section II below. If your employment is subject to a collective bargaining agreement between Hexcel and I.A.M.A.W. District Lodge #160, Local Lodge #1103, this SPD does not apply.

The retirement or post-employment income provided by the Plan is referred to as a "Benefit." A person who has earned a Benefit under the Plan in the past or is currently earning a Benefit under the Plan is referred to as a "Participant."

Individual Account for Each Participant

The Plan operates by establishing an individual account for every person who has earned a Benefit under the Plan in the past or who is currently earning a Benefit under the Plan. The Plan's assets are held in a trust fund, separate from the assets of Hexcel, and are immune from the claims of any of Hexcel's creditors or the general creditors of any employee or Participant.

Except in the case of a divorce or legal separation, this money is generally immune from court orders, garnishment, or the claims of any creditors. In the event of a divorce or legal separation, the Plan may be required by law to honor a court order dividing up your interest under the Plan between you and your ex-spouse and/or your children, provided that the court order requiring this division is a "Qualified Domestic Relations Order." The Administrator will determine whether a domestic relations order received is a Qualified Domestic Relations Order, using procedures the Administrator has established. You may obtain a copy of these procedures without charge by contacting your Human Resources representative.

Fidelity's Role

The Plan's records are kept by Fidelity Investments Institutional Services Company, Inc. ("Fidelity"), which performs day-to-day operations involved in administering the Plan. Among other things, Fidelity keeps track of the amount in each person's separate account in the Plan. These accounts are increased as new funds are put into the Plan's trust fund, and the value of each person's individual account is adjusted after the close of each business day to reflect the value of the mutual funds or other securities that each individual account is invested in. Using Fidelity's NetBenefits® online account service at www.401k.com or the toll-free Fidelity Retirement Benefits Line at 1-800-835-5098, a person who has accumulated a Benefit under the Plan can find out the value of his or her account at any time (based on the previous business day's closing prices).

Directing Your Own Investments

Each Participant directs how the money in his or her individual account will be invested by specifying the percentage of the account to be invested in various mutual funds or other investment vehicles that are available under the Plan. The market value of the investments is recorded for each individual account as of the close of each business day. A Participant can change his or her investment elections using the NetBenefits® service at www.401k.com or by using the Fidelity Retirement Benefits Line (1-800-835-5098). Each Participant may also establish a self-directed brokerage account (called a Fidelity BrokerageLink® Account) through which the Participant can invest his or her account in a wider variety of registered securities and mutual funds. Transactions in the BrokerageLink® Account are subject to commissions, and there is an annual fee that is deducted from the account.

Retirement Benefits

A Participant who retires is entitled to receive the accumulated value of his or her individual account, which includes the amounts placed into the account over the course of employment (referred to as “Contributions”), plus the results of the investment of the Contributions over the years. As noted above, Participants decide for themselves how to invest the funds in their Account.

Your Subaccounts

The word “Account” refers to the Participant’s total interest under the Plan. Each Participant’s Account is broken down into subaccounts in order to keep track of how certain funds were accumulated for that Participant. Subaccounts have specific names that refer to how that portion of the Participant’s interest in the Plan arose. For example, a Participant’s “Rollover Account” refers to the portion of his or her overall Account that originated as a rollover from a plan operated by his or her previous employer.

Growth in Benefits from Contributions to the Subaccounts and Investments

A Participant who is an active employee of Hexcel can accumulate Benefits under the Plan in three basic ways:

- The Participant can choose to contribute a portion of his or her employment earnings, on a pre-tax basis or on a Roth after-tax basis (or both), to his or her Account. When a Participant elects to contribute part of his or her employment earnings, the amount of the Participant’s contribution is deducted from the Participant’s paycheck and the equivalent amount is placed into the trust fund and recorded as a credit to the Participant’s Pre-Tax Account and/or Roth Account in the Plan. Hexcel will make an additional contribution for each payroll period to the Participant’s “Company Matching Account” equal to 50% of the amount the Participant chooses to contribute, but not more than 3% of the Participant’s employment earnings in a Plan Year.

- Hexcel also makes a contribution to the Participant’s Account regardless of whether the Participant chooses to contribute. This Contribution can be a Profit-Sharing Contribution and/or one of several other, specialized kinds of employer Contributions.

- A Participant who received a distribution from a previous employer’s retirement plan, or who is entitled to receive a distribution from a previous employer’s retirement plan but has not yet received the distribution, may be eligible to “roll over” that distribution into his or her Rollover Account in this Plan.

A Participant chooses which of the Plan’s investment funds he or she wants Contributions to be invested in. A Participant can change this election as often as he or she sees fit. A Participant’s initial investment elections and his or her changes in investment elections are made using Fidelity’s NetBenefits® website (www.401k.com) or toll-free telephone service (1-800-835-5098).

Lump Sums and Other Distribution Options

When a Participant is no longer employed by Hexcel, the Participant is entitled to receive in cash an amount equal to the vested portion of his or her Account or, in the case of a Legacy Account, an annuity contract purchase with the vested portion of the Legacy Account (“Vesting” is explained in Section IX; “Legacy Account” is explained in Section XI). The payment of all or any part of the vested portion of a Participant’s Account is referred to as a “distribution.”

Generally, the distribution that a Participant is entitled to receive when the Participant retires (or when he or she terminates employment before retirement) is paid as a single lump sum, as a series of substantially equal annual installments over a period of 10 years, or as a rollover to another plan or an Individual Retirement Account (IRA). If the Participant dies before receiving his or her Benefit under the Plan, the Benefit is payable to a person chosen by the Participant during the Participant’s lifetime, who is referred to as the “Beneficiary.” The distribution that a Beneficiary receives also is payable as a single lump sum or as a series of substantially equal annual installments over a period of 10 years.

Availability of Loans and Withdrawals

Although the primary purpose of the Plan is to save for retirement, Participants can take loans from their Plan Account at any age. Participants also may receive a distribution based on financial hardships, in an amount of at least $500. A Participant is also permitted to withdraw all or any part of his or her Rollover Account at any time, and to make withdrawals of all or any part of his or her After-Tax Account at any time. In addition, once a Participant has reached age 59½, he or she may withdraw all or any part of his or her Pre-Tax, Roth or Catch-Up Contributions and earnings, even though the Participant continues to be employed by Hexcel.

The following Sections of this SPD will explain the workings of the Plan in more detail, starting with how you become a Participant.

SECTION II Becoming a Participant

An Employee who is eligible to have Contributions made to his or her Account is called a Participant. This Section explains the rules for becoming a Participant in the Plan.

Eligible Employees

Every U.S.-based employee of Hexcel is eligible to become a Participant in the Plan except the following categories of employees:

- A person whose employment is governed by a collective bargaining agreement, unless the exception described below applies;
- A nonresident alien who receives no "U.S. source income" from Hexcel;
- A leased employee; and
- Interns and/or co-op employees.

However, a U.S.-based employee of Hexcel (other than a leased employee or a non-resident alien with no U.S. source income) is eligible to participate in the Plan if his or her employment is governed by a collective bargaining agreement with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 12-593.

An employee who is eligible to participate in the Plan is called an "Eligible Employee."

Becoming a Participant

Every Eligible Employee (except any Eligible Employee who is a part-time employee scheduled to work less than 20 hours per week or a Temporary Employee) becomes a Participant immediately following the date he or she is hired (or rehired) by Hexcel.

If you are an Eligible Employee who is a part-time employee scheduled to work less than 20 hours per week or a temporary employee, you will be eligible to become a Participant immediately following the one-year anniversary of your hire date (or rehire date) or any subsequent Plan Year if you performed at least 1,000 Hours of Service during the year ending on the first anniversary date or any subsequent Plan Year.

You may become eligible to participate in the Plan as a long-term part-time employee ("LTPT Employee") if you are not otherwise excluded from becoming an Eligible Employee as described above and have attained age 21 and you are credited with 500 or more hours of service during each of two consecutive 12-month periods commencing on the later of the first date you complete an hour of service or January 1, 2023, and including each 12-month period beginning on the first day of each plan year commencing thereafter. **If you are eligible for the Plan solely because you are a LTPT Employee, you are eligible to participate in the Plan for purposes of making a salary deferral election only, but you are not eligible for any employer contributions.**

A "Temporary Employee" is a person whose position is described or designated in writing as temporary when he or she is hired or rehired. A special rule for becoming a Participant applies to Temporary Employees. A Temporary Employee becomes a Participant in the Plan immediately following the one-year anniversary of the Temporary Employee's hire date (or rehire date) or any subsequent Plan Year if the Temporary Employee performed at least 1,000 Hours of Service during the year ending on the first anniversary date or any subsequent Plan Year.

Hours of Service

An "Hour of Service" has a special meaning for Plan purposes. You will be credited with an Hour of Service for:

(A) each hour for which you are directly or indirectly compensated by Hexcel for the performance of duties during the Plan Year;

(B) each hour for which you are directly or indirectly compensated by Hexcel for reasons other than performance of duties (such as vacation, holidays, sickness, disability, layoff, military duty, jury duty, or leave of absence during the Plan Year); and

(C) each hour for back pay awarded or agreed to by Hexcel.

You will not be credited with two Hours of Service for the same hour, even if it falls under both (A) or (B), as the case may be, and under (C).

The Plan operates on a calendar year basis. That means that the "Plan Year" refers to a period starting on January 1 and ending on December 31 each year.

Becoming a Participant Again When Returning to Employment

The Plan has some special rules for becoming a Participant again if you leave employment and later return. These rules are closely related to the rules on "Vesting," and so they are explained in Section IX.

Enrolling in the Plan

In order to make Pre-Tax Contributions and/or Roth Contributions to the Plan, a Participant must enroll in the Plan by using Fidelity's NetBenefits® website www.401k.com or the Fidelity Retirement Benefits Line (1-800-835-5098).

When you enroll, you may elect to make a Pre-Tax or Roth Contribution each payroll period in any whole percentage from 1% to 75% of your "Compensation." The total of your Pre-Tax and Roth Contributions is limited to 75% of your Compensation (the term "Compensation" is explained in greater detail in Section III, but it generally refers to your wages, salary, or other taxable items received for personal services to Hexcel while you are an Eligible Employee, with the exception of certain deferred compensation payments, amounts realized from the exercise of nonqualified stock options or stock acquired under a qualified stock plan, nondeductible moving expenses, and certain miscellaneous items including tax-favored fringe benefits).

If you do not make an election to contribute or to not contribute to the Plan within a certain amount of time following your date of hire, pursuant to and consistent with the Plan's administrative procedures, 4% of your "Compensation" will be automatically contributed. You will receive notice of this automatic enrollment following your date of hire and in advance of your automatic enrollment, pursuant to and consistent with the Plan's administrative procedures.

Even if you do not want to contribute to the Plan, you should enroll using the Fidelity website or phone system as soon as you meet the requirements to participate because the enrollment process also permits you to make your allocation and investment elections for Contributions to your Account made by Hexcel, and to designate one or more Beneficiaries to receive your Account if you die before the Account is distributed to you.

SECTION III Contributions to the Plan—Introduction

Contributions to the Plan are based on percentages of your Compensation as defined by the Plan. This section explains the Plan's definition of Compensation. Knowing this definition will help you better understand the specific rules for Plan Contributions.

"Compensation" has a specific meaning under the Plan. It refers to the Participant's wages, salary, commissions, bonuses, and other money or property received for personal services in the course of employment with Hexcel while the Participant was participating in the Plan, to the extent that the amounts are includable in the Participant's gross income. In addition, Compensation for purposes of the Plan includes the amount of Pre-Tax Contributions the Participant chooses to make to this Plan and to the Hexcel Corporation Flexible Benefit Plan (including medical expense reimbursement contributions and dependent care reimbursement contributions), and also any differential wage payments paid for at least 30 days while on military duty.

The following items are <u>not</u> included in Compensation:

- Contributions made by Hexcel to this Plan or any other savings or retirement plan;
- Distributions from this Plan or any other savings or retirement plan (except that amounts received by an employee from an unfunded plan that does not qualify for the same tax benefits as this Plan are treated as Compensation in the year the amounts are includable in the gross income of the Employee);
- Amounts realized from the exercise of a nonqualified stock option, or when restricted stock or property held by an employee either becomes freely transferable or is no longer subject to a substantial risk of forfeiture, or when the employee elects to treat the restricted stock or property as taxable despite the fact that it is not freely transferable or is subject to a substantial risk of forfeiture;
- Amounts realized from the sale, exchange, or other disposition of stock acquired under a qualified stock option;
- The value of any medical care or other welfare fringe benefit, Wellness Program cash incentives, and the value of coverage under a plan that provides medical care or other welfare fringe benefits including Health Savings Account contributions;
- The value of a nonqualified stock option granted to the employee by Hexcel;
- Amounts paid or reimbursed by Hexcel for moving expenses;
- Relocation payments made to an employee;
- Any item that is not part of your regular salary or wages, such as gift card awards, wellness incentives, club dues, and personal automobile usage reported as income, as applicable.

The Plan by law cannot recognize compensation in excess of the applicable annual limit ($360,000 in 2026) as adjusted in future years for cost-of-living increases. While this may operate to limit the maximum amount of Employer Contributions you may receive under the Plan, your Pre-Tax, Roth and Catch-Up Contributions, as applicable, will continue pursuant to your election until the applicable annual statutory limits described below are reached, even if you earn more than the applicable compensation limit described in this section.

SECTION IV Employer Contributions to the Plan

Hexcel makes certain Contributions to your Plan Account regardless of whether you choose to contribute. If you do contribute, you will also receive additional Contributions, called Matching Contributions, to your Account. Matching Contributions are explained in Section VI.

There are certain Contributions that Hexcel makes to your Plan Account regardless of whether you choose to contribute.

The "Employer Basic Contribution"

Hexcel makes an "Employer Basic Contribution," on a payroll-by-payroll basis, of 2% of the Participant's Compensation during each payroll period. The Employer Basic Contribution is allocated to the Participant's Employer Basic Profit Sharing Contribution Account.

The "Special Additional Employer Contributions"

For each Plan Year, Hexcel will contribute as a "Special Additional Employer Contribution" an additional 2% of a Participant's Compensation earned during each pay period for each Participant who (1) has attained age 45 on or before December 31, 2000, and (2) has been continuously employed by Hexcel since December 31, 2000. The Special Additional Employer Contribution was adopted to benefit employees who participated in the Hexcel Corporation Pension Plan, which was frozen as of January 1, 2001 and later fully terminated in 2008. The Special Additional Employer Contribution is allocated to the Participants' Employer Basic Profit Sharing Contribution Account.

Discretionary Profit-Sharing Contributions

Hexcel may elect to make Discretionary Profit Sharing Contributions to the Plan in order to comply with certain rules governing Pre-Tax Contributions, Roth Contributions, and Matching Contributions made to non-highly compensated Participants in the Plan.

If Hexcel decides to make a Discretionary Profit Sharing Contribution, you will be eligible for an allocation of the Discretionary Profit Sharing Contribution if you were a Participant and employed by any Hexcel Business Unit on the last day of the Plan Year, or if you terminated employment during the Plan Year due to death, Disability, or after reaching Normal Retirement Age (age 65).

The term "Years of Service" is explained in Section IX.

SECTION V Employee Contributions —Before and After Tax

The Plan allows you to save a substantial part of your income for your retirement on a basis that provides considerable tax advantages. This section explains Employee Pre-Tax and Roth Contributions that you may make to the Plan.

Pre-Tax Contributions

The Internal Revenue Code allows participants in a plan such as this Plan to choose to have part of their wages contributed to their Account in the Plan on a "pre-tax" basis. This means that the amount the employee chooses to contribute to the Plan is <u>not</u> included in his or her taxable income for Federal income tax purposes in the year the money is earned. Similarly, the Plan's earnings on the Contributions are not subject to federal income tax in the year the earnings are achieved. Instead, the law allows the employee to postpone paying income tax on the Contributions and the earnings until the year the funds are distributed from the Plan. The Internal Revenue Code permits this tax advantage in order to encourage employees to save for retirement.

There are two types of pre-tax contributions under the Plan—Pre-Tax Contributions and Catch Up Contributions. To understand Catch Up Contributions, it will help for you to know the IRS rules that limit Pre-Tax Contributions.

To make Pre-Tax Contributions to the Plan, you choose the percentage of Compensation you want to contribute each pay period on a pre-tax basis, using Fidelity's website, www.401k.com, or by phone (1-800-835-5098). You can elect to contribute in whole percentages from 1% to 75% of your Compensation. However, the sum of your Pre-Tax Contributions and your Roth Contributions may not exceed 75% of your total Compensation, subject to applicable statutory limits discussed below.

If you do not make an election to contribute or to not contribute to the Plan within 40 days of your date of hire, 4% of your "Compensation" will be automatically contributed.

You may change the percentage of your Pre-Tax Contribution or stop Pre-Tax Contributions completely, whenever you like, by going to the Fidelity website or using Fidelity's telephone service. The change you make will be put into effect in the next payroll period that begins after the change is made.

Roth Contributions

You are permitted to contribute on a Roth after-tax basis. This means that the amount you choose to contribute is included in your taxable income for Federal income tax purposes in the year the money is earned, but you will not be taxed on the distribution of your Roth Account, including any earnings attributable to your Roth Contributions.

To make Roth Contributions to the Plan, you choose the percentage of Compensation you want to contribute each pay period on a Roth after-tax basis, using Fidelity's website, www.401k.com, or by phone (1-800-835-5098). You can elect to contribute in whole percentages from 1% to 75% of your Compensation. However, the sum of your Pre-Tax Contributions and your Roth Contributions may not exceed 75% of your total Compensation, subject to applicable statutory limits discussed below.

You may change the percentage of your Roth Contribution or stop Roth Contributions completely, whenever you like, by going to the Fidelity website or using Fidelity's telephone service. The change you make will be put into effect in the next payroll period that begins after the change is made.

The Employee Pre-Tax and Roth Contribution Limit

An employee cannot contribute more than a specified portion of his or her earnings per calendar year into a plan such as this one on a pre-tax or Roth basis. The limit on your Pre-Tax and Roth Contributions in 2026 is $24,500 per year. The limit may go up in future years due to cost-of-living adjustments.

This limit means that the total of your Pre-Tax and Roth Contributions under this Plan, plus pre-tax or

Roth salary contributions you may make to any other 401(k) plan, 403(b) plan, tax-sheltered annuity plan, or retiree health account in a pension plan maintained by any other employer that you work for, cannot be higher than $24,500 for the 2026 calendar year. If you go over the limit, your excess contributions and any applicable earnings must be returned to you.

"Catch Up" Contributions

If you are 50 years old or older, or if you will turn 50 during the calendar year, your contributions will continue past the current IRS contribution limit on Pre-Tax Contributions. These additional pre-tax contributions are IRS designated "Catch Up Contributions" and are an automatic continuation of your election to make Pre-Tax Contributions up to the maximum established by the IRS. The maximum Catch Up Contribution for 2026 is $8,000 unless you will attain age 60, 61, 62 or 63 during 2026, in which case the maximum Catch-Up Contribution for 2026 is $11,250. This amount may be adjusted in future years to reflect cost of living adjustments.

Beginning on and after January 1, 2026, if you earn FICA wages in excess of $150,000 (as may be adjusted annually) from your employer in the prior year, any Catch Up Contributions you elect to be made in the current year must be made on a Roth after-tax basis (such requirement being the "Roth Catch Up Requirement"). If you are subject to the Roth Catch Up Requirement, you will be deemed to have irrevocably designated any subsequent Catch Up Contributions as designated Roth Contributions once your combined Pre-Tax and Roth Contributions meet the annual deferral limit for the year ($24,500 in 2026). However, you may make a new election that is different than the deemed election by contacting Fidelity at 1-800-835-5098 or by using Fidelity's NetBenefits® online account service at www.401k.com.

These Catch Up Contributions are not counted against you in any of the other limits the Internal Revenue Code imposes on contributions to plans of this kind, but Catch Up Contributions are not eligible for Employer Matching Contributions.

You may reduce your Catch Up Contributions, or stop them completely, whenever you want by using Fidelity's website or telephone service. The change you make will be put into effect in the next payroll period that begins after the change is made.

After-Tax Contributions

Prior to January 1, 2022, you may have chosen to have part of your wages contributed to your Plan Account on an "after-tax" basis. This permitted the postponement of paying income tax on earnings on such After-Tax Contributions until the year the funds are distributed from the Plan. On and after January 1, 2022, the Plan does not permit After-Tax Contributions.

SECTION VI Employer Matching Contributions

If you choose to make Employee Pre-Tax Contributions and/or Roth Contributions, Hexcel will match 50% of your Contributions, up to an annual maximum of 3% of your Compensation.

"Matching Contributions" are Contributions made by Hexcel to your Plan Account that are based on the amount of Pre-Tax and Roth Contributions you have chosen to make. (Catch Up Contributions are not eligible for matching.) Matching Contributions are not included in your income for purposes of federal income tax in the year in which they are made, and they are not subject to FICA (the special payroll tax used to fund Social Security and Medicare benefits). The Plan's earnings on Matching Contributions are not taxable in the year the earnings are achieved, but are taxed in the year in which the funds are distributed.

The Plan provides for three types of Matching Contributions.

Matching Fixed Contributions

For each payroll period, Hexcel will contribute a Matching Fixed Contribution equal to 50% of the first 6% of your Pre-Tax Contributions and/or Roth Contributions for that payroll period.

Depending on the rate of Contribution you choose and any changes in the rate of Contribution you make during the year, your Matching Fixed Contribution might not be as high as it could be if you contribute at a steady rate of 6% or higher during the year. For example, a Participant who contributes at the rate of 6% or higher each pay period will have a Matching Fixed Contribution of 3% each pay period, but a Participant who contributes nothing for the first half of the year and contributes at a rate of 12% or higher for the second half of the year will have a Matching Fixed Contribution of 3% only for the pay periods in the second half of the year.

To avoid the loss of possible Matching Contributions under these circumstances, the Plan provides a "True-up Contribution" for Participants who are actively employed by Hexcel on the last day of the Plan Year. The "True-up" Contribution is equal to 50% of the first 6% of your Pre-Tax Contributions and/or Roth Contributions for the Plan Year (up to a maximum amount of 3% of your Compensation) minus the Matching Fixed Contributions you received on a payroll-period-by-payroll-period basis during the year.

Matching Discretionary Contributions

Hexcel may elect to make an additional Matching Contribution, called a Matching Discretionary Contribution, to the Plan. This might occur, for example, if an additional Contribution is necessary to satisfy certain tests applicable to Contributions made to the Plan under the Internal Revenue Code. Hexcel may determine whether all of its employees who are Participants in the Plan will be eligible to share in the Contribution, or it may establish eligibility criteria for the Matching Discretionary Contribution (such as limiting the Contribution to Participants who remain employed by Hexcel on the last day of the Plan Year). If a Matching Discretionary Contribution is made and you are eligible for a share of the Contribution, your share will be equal to a percentage of your Pre-Tax Contributions plus your Roth Contributions.

Rule of 45 Contributions

Hexcel makes a special Matching Contribution each year to certain of its long-service hourly employees, referred to as a "Rule of 45 Contribution." The Rule of 45 Contribution for a Plan Year is equal to 3% of the Participant's Compensation minus the Matching Fixed Contributions and Discretionary Profit Sharing Contributions made for the Participant for that Plan Year. The Rule of 45 Contribution is made only to the Matching Contribution Account of a Participant only if the Participant meets the following criteria:

- ➢ The Participant is employed by Hexcel Corporation on the last day of the Plan Year (December 31), or terminated employment during the Plan Year due to death, Disability, or after reaching Normal Retirement Age (age 65);
- ➢ The Participant is compensated on an hourly basis;

- The Participant was a participant in the Hexcel Corporation Hourly Employees Retirement Savings Plan on December 31, 1995; and

- As of December 31, 1995, the Participant had completed at least five years of service with Hexcel Corporation and the sum of the Participant’s age and years of service on December 31, 1995, was equal to at least 45.

The term “Years of Service” is explained in Section IX.

SECTION VII Other Important Facts About Contributions to the Plan

There are several other facts about Contributions you may want to know.

Limits On Pre-Tax Contributions, Roth Contributions and Matching Contributions for Highly Compensated Participants

The Internal Revenue Code imposes certain limits on the benefits of a plan such as this for "Highly Compensated Employees"—including employees whose overall earnings from an employer equal or exceed the IRS threshold which may be adjusted annually. In 2026, you are a Highly Compensated Employee if your overall earnings in 2025 equal or exceed $160,000.

The Highly Compensated Employees, as a group, are subject to a limit on their group's combined Pre-Tax and Roth Contributions as well as their Matching Contributions. The tests used to determine whether these limits have been exceeded are somewhat complicated. In essence, the Pre-Tax and Roth Contributions of the Non-Highly Compensated Employees as a percentage of their Compensation is calculated for the prior Plan Year. Then, the Pre-Tax and Roth Contribution of the Highly Compensated Employees as a percentage of their Compensation is calculated for the Plan Year. The second number generally must be no more than 1.25 times the first number or no more than 2 percentage points higher. A similar test is performed for the sum the Matching Contributions. If any of the tests' limits are exceeded, the Plan must refund some of the Contributions to some of the Highly Compensated Employees, starting with the employees whose Contributions are highest.

Limit on Allocations to Employer Plan Accounts

There is also an aggregate annual limit that cannot be exceeded for contributions made on your behalf to the Plan. This limit includes amounts contributed to all types of defined contribution plans sponsored by Hexcel, and includes employer contributions, employee contributions and forfeitures to your Plan Account. The limit is the lesser of 100% of your Compensation or $72,000 for the 2026 Plan Year (as adjusted in future years for cost-of-living increases).

Your "Rollover Contributions" to the Plan

If you have a right to receive a distribution from a previous employer's plan, or if you have received a distribution from a previous employer's plan in the past, you may be eligible to deposit that distribution into this Plan. Such a deposit is called a "rollover" and may result in tax savings to you. There are a number of technical rules governing the circumstances under which a person can make a rollover from one plan to another. One rule sets a very short time limit on making a rollover when a distribution already has been made to you. Whenever you have received a distribution from a previous employer's plan, or are about to receive such a distribution, you should consult qualified counsel to determine what steps will be in your best interest.

Your rollover contribution will be placed in a separate account called the Rollover Account. A Participant can initiate a rollover by contacting Fidelity at 1-800-835-5098 or by using Fidelity's NetBenefits® online account service at www.401k.com. You will always be 100% vested in your Rollover Account.

SECTION VIII Investing Your Plan Account

The Plan gives each Participant the right to direct his or her own investments. This section explains how "Participant Self-Direction" works.

Participant Self-Direction

Participants in the Plan have the ability to direct the investments of the amounts in their own Account. This right of "Participant Self-Direction" applies to all of the money held for you in the Plan.

Participant Self-Direction gives you the opportunity to design your own investment strategy to suit your needs as you see them.

Different mutual funds offer different opportunities for financial rewards, but also pose different risks of financial losses. As a rule of thumb, based on historical studies, mutual funds that invest in common stocks offer the prospect of higher returns over long term periods, but also carry with them higher risks of both short-term and long-term losses. Similarly, mutual funds that invest primarily in government bonds, or government-guaranteed bonds, pose the least risk of loss, but generally have limited growth potential. Nonetheless, it is important for you to realize that the past performance of any mutual fund, or of any kind of security or type of investment strategy, is no guarantee of its future results.

Fidelity will provide you periodically with information about the mutual funds available under the Plan. In addition, you can view information about your investment options by accessing Fidelity's website, www.401k.com. You can use this information to help you make your investment decisions. **It is very important for you to remember that the Plan, the Trustees, and Hexcel cannot and do not provide you with investment advice.** You may wish to consult a financial advisor to help you decide how to make your Plan investment decisions.

Changing Investments

The Plan allows a Participant to change his or her investment allocation on any business day, by using the Fidelity website, www. 401k.com, or toll-free telephone number (1-800-835-5098).

Compliance with Section 404(c) of ERISA

The Plan is intended to comply with Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), and Title 29 of the Code of Federal Regulations Section 2550.404c-1, and the fiduciaries of the Plan may be relieved for any losses that are the direct and necessary results of your investment elections.

For purposes of directing the investment of your Account under the Plan, you may obtain, upon request, the following information (which is contained in either the fund prospectuses or annual reports) by contacting Fidelity at 1-800-835-5098 or by using Fidelity's NetBenefits® online account service at www.401k.com.

- A description of the annual operating expenses of each investment option (e.g., investment management fees, administrative fees, transaction costs), which reduce the rate of return of your investments, and the aggregate amount of such expenses expressed as a percentage of average net assets of the investment option.

- Copies of any prospectuses, financial statements and reports, and other materials relating to each investment option available under the Plan to the extent such information is provided to the Plan.

- A list of the assets comprising the portfolio of each investment option, the value of each such asset and, with respect to each such asset that is an investment contract with a fixed rate of interest issued by a financial institution, the name of the issuer of the contract and the term and rate of return of the contract.

- Information concerning the value of shares or units in investment options held in your Account.

SECTION IX Vesting

The Plan has rules for determining what percentage of the balances in certain accounts a Participant can receive if he or she terminates employment after working for Hexcel for only a relatively short period of employment. Therefore, Contributions made by Hexcel (Profit-Sharing Contributions, Employer Basic Contributions, Special Additional Employer Contributions and Matching Contributions) will be forfeited if a Participant leaves employment before becoming fully "Vested" in those Contributions, although they may be earned back if the Participant resumes employment at a later date. The Plan's rules for Vesting depend partly on Years of Service, which is explained later in this section.

Vesting

The portions of your Account that originated as Contributions from Hexcel are subject to being forfeited if you cease to be employed by Hexcel (for a reason other than retirement on or after Normal Retirement Age as discussed below) before you have completed a minimum number of Years of Service. The portions of your Account that are subject to forfeiture are the Profit Sharing Account (including your Employer Basic Profit Sharing Contribution Account), and the Employer Matching Account (your "Employer Accounts."). All other portions of your Account are always 100% vested, which means that they are never subject to forfeiture, regardless of when and why you might leave employment.

The more Years of Service you have, the more your Employer Accounts are immune from forfeiture. The portion of your Employer Accounts that cannot be forfeited is called the "vested percentage" in those accounts. Your "vested percentage" in your Employer Account is determined under the following schedule and is based on vesting Years of Service.

Years of Service	Percentage
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5 or more	100%

You also become 100% vested in your Employer Account when you retire on or after your Normal Retirement Age as defined in the Plan or if you terminate employment on account of death or Disability (as defined in the Plan) before your Normal Retirement Age. Normal Retirement Age is defined as age 65. (It is important to note that this date does not mean that you must retire on that date. When to retire is up to you.) Disability means a physical or mental inability to perform one's normal job, as evidenced by the receipt of disability benefits under the federal Social Security Act.

"Years of Service"

Years of Service for vesting purposes are counted using what is called the "Elapsed Time" method.

For vesting purposes, you will be credited with a One-Year Period of Service upon completion of 365 days of continuous employment with Hexcel.

Special Vesting Rules for Employees of Acquired Businesses.

The Plan also has special vesting rules for certain employees who are employed by an acquired corporation, or whose employment with Hexcel Corporation began as the result of an acquisition of a business.

Participants employed by Hexcel on January 1, 1996, or March 1, 1996, are 100% vested in their Profit Sharing Account and Employer Matching Account at all times.

Participants who are formerly U.S.-based employees of the composite products division of Hercules Incorporated or employees of HISPAN Corporation and who accepted employment with Hexcel as of July 1, 1996, are 100% vested in their Profit Sharing Account and Employer Matching Account at all times.

Participants who previously participated in the Heath Tecna Aerospace Company Voluntary Retirement Savings Plan for Salaried Employees and who accepted employment with Hexcel Corporation from March 1, 1996 to July 1, 1996, are 100% vested in their Profit Sharing Account and Employer Matching Account at all times

A former employee of Applied Fiber Systems, Ltd. ("AFS"), is credited with a Year of Service under the Plan for each year of service with which he or she was credited under the Applied Fiber Systems, Ltd. 401(k) Retirement Plan as of the date AFS was acquired and is treated as having an employment commencement date with Hexcel Corporation of January 1, 2001, for purposes of earning additional vesting service under the Plan. In addition, a former AFS employee who was not credited with a year of service under the Applied Fiber Systems, Ltd. 401(k) Retirement Plan during his or her first calendar year of employment with AFS, is credited with one additional Year of Service for purposes of this Plan.

Vesting of Certain Accounts Arising from Plan Mergers and Transfers

There are some special accounts in the Plan that arose as the result of transfers from plans of other employers during acquisitions of certain business operations and which are treated as 100% vested at all times. These accounts are:

HT Basic Account
CG Matching Account
HISPAN Money Purchase Account
Hercules Pre-May 1, 1993 Matching Account
Hercules Post-April 30, 1993 Matching Account
Hercules 10 Share Account

The Hexcel-Schwebel Matching Account and Hexcel-Schwebel Profit Sharing Account vested as shown in the vesting chart in this section. In addition, the Hexcel-Schwebel Matching Account and Hexcel-Schwebel Profit Sharing Account fully vested if the Participant completed at least three Years of Service by March 15, 2003 and was involuntarily terminated from employment based primarily on business considerations other than performance or conduct (such as job elimination, contraction of the operations, or a sale of a portion of Hexcel's business or assets).

Forfeitures

Forfeitures are created when Participants terminate employment before becoming entitled to their full Benefits under the Plan and receive a distribution of their vested balance. These forfeited amounts will be used, in the Plan Administrator's discretion, to reduce Hexcel's future Contributions to other Participants' Accounts under the Plan or to pay for administrative expenses.

If you terminate employment and take a distribution of the Vested portion of your Account, the non-vested portion will be forfeited immediately. If you terminate employment but leave your Account balances in the Plan, the non-vested portion of your Account is kept in a separate account so that it can be kept track of until you either return to work with Hexcel, or until you incur five "One-Year Breaks in Service." If you incur five "One-Year Breaks in Service," the separate account with your non-vested Benefit is forfeited.

A One-Year Break In Service

A One-Year Break in Service is each one-year anniversary of a Participant's termination during which the Participant is not credited with at least one Hour of Service with Hexcel. For example:

Sam terminated employment on June 5, 2022, and never returned to work for Hexcel. Sam incurs a One-Year Break in Service on June 5, 2023, and he or she will continue to incur an additional One-Year Break in Service every June 5th thereafter.

When the Plan applies the break in service rules it will also apply special rules that are designed to help you avoid incurring a One-Year Break in Service.

First, a One-Year Break in Service does **not** occur, in the Plan Year in which you enter or leave the Plan for reasons of:

- an authorized leave of absence; or
- an authorized maternity or paternity absence.

Second, the Administrator will be required to credit you with Hours of Service for an authorized maternity or paternity absence. These are authorized absences taken on account of pregnancy, birth, or adoption of your child. No more than 501 Hours of Service shall be credited for this purpose, and these Hours of Service shall be credited solely to avoid your incurring a One-Year Break in Service. The Administrator may require you to furnish proof that your absence qualifies as a maternity or paternity absence.

Re-entering the Plan

If you were a Participant and you are reemployed by Hexcel before you have a One-Year Break in Service, you become a Participant immediately upon reemployment, and all of your Years of Service from both periods of your employment will count for vesting purposes under the Plan for Benefits you earn after you are rehired.

If you were a Participant and are reemployed by Hexcel after a One-Year Break in Service and you were vested in any portion of your Account derived from Contributions made by Hexcel, you will be eligible to participate in the Plan immediately upon reemployment, and you will receive credit for all Years of Service credited to you before your One-Year Break in Service after you have completed one Year of Service after your reemployment.

SECTION X Distributions

This section gives you basic information on when you become entitled to receive Benefits from the Plan, and about your options for choosing how and when to receive your Benefits. Notwithstanding, any amount of your Benefit that includes amounts in the Legacy Account as defined in Section XI will be subject to the terms of Section XI and XII, and any amount of your Benefit that includes amounts in a Legacy Plan referenced in Section XV will be subject to the terms of Section XV.

General

Your Account is payable when you terminate employment for any reason—that is, when you:

- retire at or after Normal Retirement Age (age 65);
- incur a Disability;
- die; or
- terminate employment so that you are no longer employed by Hexcel.

A Participant incurs a "Disability" when he or she is mentally or physically unable to perform his or her normal job, as evidenced by the receipt of disability benefits under the Social Security Act.

When you (or, in the case of your death, your Beneficiary) receive a distribution from the Plan, you (or your Beneficiary) will be entitled to receive the value of your total vested Account on the day your distribution is processed by Fidelity Investments.

Distributions of $7,000 or less

If you terminate employment and your total vested Account is valued at $7,000 or less, you must take it all in a lump sum. Distribution of your Account will be made in the form of cash.

If your total vested Account value is between $1,000 and $7,000 when you terminate employment, unless you elect to make a direct rollover to an IRA or another qualified employer plan, or elect to receive the distribution in cash, the Administrator will rollover your Account value to an IRA of its choosing. You will be notified in writing of the designated IRA, and your right to transfer to an alternate IRA.

Distributions of Amounts Above $7,000

If you terminate employment and your Account is valued above $7,000, you may elect to receive a distribution from your Account or to defer your distribution. You may choose to take the distribution in a lump sum, or as a rollover to another employer's plan or an Individual Retirement Account (IRA), or in a series of equal monthly, quarterly, semiannual, or annual installment payments. (The IRS has certain rules that set an outside limit on the length of the payout period for installment payments, which is generally determined by the life or life expectancy of the employee and/or the employee's spouse.) You may also elect to leave your Account in the Plan, but your distribution must begin as of the earlier of the date when you reach age 65 or the date when you request a distribution.

Required Minimum Distributions

In any event, you must begin to receive a distribution of your Benefit by your "Required Beginning Date." Your "Required Beginning Date" under the Plan is generally the April 1st following the later of:

- Your attainment of your Applicable Age; or
- The year of your termination (if you are not a 5% owner of Hexcel and are over your Applicable Age at the time of your termination).

Your "Applicable Age" means age 70½ (if you were born before July 1, 1949), age 72 (if you were born after June 30, 1949 and before January 1, 1951), age 73 (if you were born after December 31, 1950 and before January 1, 1960) or age 75 (if you were born after December 31, 1959).

Tax Treatment of Distributions from the Plan and Rollovers

Whenever you receive a distribution from the Plan, it will normally be subject to income taxes. However, you may reduce, or defer entirely, the tax due on your distribution through use of one of the following methods:

- The rollover of all or a portion of the distribution to an IRA that contains no funds except those originating from a qualified plan, or another qualified employer plan. This will result in no tax being due until you begin withdrawing funds from the IRA or other qualified employer plan. The rollover of the distribution, however, must be made within strict time frames (normally, within 60 days after you receive your distribution). In addition, distributions will be subject to mandatory federal income tax withholding at a rate of 20%. This will reduce the amount you actually receive. For this reason, if you wish to rollover all or a portion of your distribution amount, the direct transfer option described in the paragraph below would be the better choice.

- You may request that a direct transfer of all or a portion of your distribution amount be made to either an IRA or another qualified employer plan willing to accept the transfer. A direct transfer will result in no tax being due until you withdraw funds from the IRA or other qualified employer plan. If you elect to actually receive the distribution rather than request a direct transfer, 20% of the distribution amount will be withheld for federal income tax purposes.

- Participants born before January 2, 1936 may also be eligible for certain favorable income tax treatment under various "averaging" methods.

Whenever you receive a distribution, the Administrator will deliver to you a more detailed explanation of these options. However, the rules which determine whether you qualify for favorable tax treatment are very complex. You should consult with qualified tax counsel before making a choice.

SECTION XI Distributions From The HISPAN Money Purchase Legacy Account

The HISPAN Money Purchase Account (the "Legacy Account") under the Plan is subject to some special distribution rules. This account originated in a plan maintained by another employer that was transferred to this Plan in connection with an acquisition.

The distribution method for the Legacy Account depends on your marital status, as well as the elections you and your spouse make. All methods of distribution, however, have equivalent values. The rules under this section apply to all distributions from the Legacy Account you will receive from the Plan by reason of retirement, and many of the rules apply to distributions upon termination, or any other event which may result in a distribution of Benefits.

The Normal Forms of Benefit

A "Normal Form of Benefit" is the form of payout that will apply to you unless you take the required steps under the Plan to elect an "Alternative Form of Benefit." For the Legacy Account, there is one Normal Form of Benefit for married Participants, and a different Normal Form of Benefit for unmarried Participants.

If you are married on the date your Benefits from the Legacy Account are to begin, your Normal Form of Benefit is a "qualified joint and survivor annuity." This means that if you die and are survived by a spouse, your spouse will receive a monthly Benefit for the remainder of his or her life equal to 50% (or 75% or 100% if you so elect), of the Benefit you were receiving at the time of your death. It should be noted that a joint and survivor annuity may provide a lower monthly Benefit than other forms of payment.

If you are not married on the date your Benefits from the Legacy Account are to begin, your Normal Form of Benefit will be a life annuity for your life. This means that, unless you choose one of the other Benefit forms, you will automatically receive a life annuity, which means you will receive equal monthly payments for as long as you live.

You may elect to waive these forms of payment and receive one of the other forms of Benefit subject to the rules explained in this section.

The Alternative Forms of Benefit

If you and your spouse elect not to take a joint and survivor annuity, or if you are not married when your Benefits are scheduled to begin and have elected not to take a life annuity, you may elect an alternative form of payment. This payment may be made in one of the following methods:

- a single lump-sum payment in cash;
- any of the regular forms of installment payments discussed in Section X; or
- any other method of distribution that applies to the specific Legacy Account in which you have an interest.

The Plan Administrator will provide Participants who have a Legacy Account with distribution explanations and election forms that apply to that Legacy Account.

How to Choose an Alternative Form of Benefit

When you are about to receive any distribution from a Legacy Account, you will receive a written explanation of the Normal Form of Benefit that applies to you (the joint and survivor annuity or the life annuity) in greater detail. You will be given the option of waiving the joint and survivor annuity or the life annuity form of payment during the 180-day period before the annuity is to begin. If you are married, your spouse must irrevocably consent in writing to the waiver in the presence of a notary or a Plan representative. You may revoke any waiver, as long as you do so before you begin receiving a Benefit. You will be provided with forms to make these elections. Since your spouse participates in these elections, you must immediately inform the Administrator of any change in your marital status.

SECTION XII Death Benefits From the Legacy Account If You Die Before Beginning to Receive Your Benefit

If you die before a distribution to you is scheduled to begin, your Beneficiary will be entitled to a death Benefit based on 100% of your Account balance upon your death. Section X explained how death Benefits are paid from most *accounts under the Plan. This section explains how death Benefits from the Legacy Account are paid.*

There are special death Benefit rules that apply to the Legacy Account in the Plan.

The method of distribution depends on your marital status, as well as the elections you and your spouse make. All methods of distribution, however, have equivalent values. The rules under this section apply to all distributions from the Legacy Account by reason of your death prior to beginning to receive your Benefit from the Legacy Account.

If you die before your retirement Benefits are scheduled to begin, and you are married at the time of your death, your spouse will be the Beneficiary of the death Benefit, unless you elected otherwise in writing on a form to be furnished to you by the Administrator. If you wish to designate a Beneficiary other than your spouse, however, your spouse must irrevocably consent to waive any right to the death Benefit. Your spouse's consent must be in writing, be witnessed by a notary or a Plan representative, and acknowledge the specific non-spouse Beneficiary.

If no valid waiver is in effect, the death Benefit payable to your spouse shall be in the form of a survivor annuity, that is, periodic payments over the life of your spouse. The Benefit will become payable on the first day of the month immediately following the date that would have been your Normal Retirement Date if you had survived. However, your surviving spouse may choose to have the Benefit begin as of the first day of any month prior to the date that would have been your Normal Retirement Date if you had survived. This election must be made within a 90- day period ending on the date when the life annuity for your spouse will begin. The election must acknowledge the effect of the election and be witnessed by a notary public.

The amount of the monthly payments to your surviving spouse will depend on the value of your account at the time of your death, and on the starting date for the annuity that your spouse chooses. In general, the earlier the starting date, the lower the monthly payments.

In addition to having a choice of when to commence the death Benefit, your spouse also will have the option to choose a single lump sum by filing a written election with the Administrator in the time and the manner specified by the Administrator.

During your lifetime, you will be given an opportunity to choose whether or not to waive the death Benefit for your surviving spouse, so that you may make another person your Beneficiary, or so that you can decide for your spouse to have one of the Alternative Forms of Benefits paid, such as a lump sum or installments rather than as a life annuity. Your spouse must consent in writing to the waiver of the normal form of death Benefit, and the waiver of the right to be your Beneficiary. This waiver must be in writing and must be witnessed by a notary public or by a Plan representative. Generally, the period during which you may waive the survivor annuity for your spouse begins as of the first day of the Plan Year in which you reach age 35 and ends when you die. The Administrator will provide you with a detailed explanation of the survivor annuity. The Alternative Forms of Benefit are described in Section X1, and they also will be explained in forms provided by the Plan Administrator to Participants and their spouses who have a Legacy Account. The election to take one of the Alternative Forms of Benefit must be made in the time and the manner specified by the Administrator.

There are a few exceptions to the rule that your surviving spouse will be your Beneficiary for death

Benefits from the Legacy Account in the Plan. Your spouse will not be the Beneficiary of your death Benefit if:

- your spouse has validly waived any right to the death Benefit in the manner outlined above;
- your spouse cannot be located; or
- you are not married at the time of your death.

In any of those cases, your death Benefit from the Legacy Account will be paid to the Beneficiary of your own choosing in installments or as a single lump sum, as you or your Beneficiary may elect. You may designate the Beneficiary on a form to be supplied to you by the Administrator. If you change your designation, your spouse must again consent to the change in writing, and your spouse's signature must be witnessed by a notary public or a Plan representative.

Under a special rule, you and your spouse may waive the survivor annuity form of payment any time before you turn age 35. However, any waiver will become invalid at the beginning of the Plan Year in which you turn age 35, and you and your spouse will be required to make another waiver.

Because your spouse participates in these elections and has certain rights in the death Benefit, you should immediately report any change in your marital status to the Administrator.

SECTION XIII Withdrawals During Employment

This section describes the limited circumstances under which you may withdraw money from the Plan while you are still employed by Hexcel. If you previously participated in the CIBA-Geigy Plan or the Hexcel-Schwebel Retirement Partnership Plan, please refer to Section XV regarding withdrawals from your CG Matching Account or your Springs Profit-Sharing Account.

Withdrawals from Your After-Tax Account

You may withdraw all or part of your After-Tax Account at any time.

Withdrawals from Your Rollover Account

You may withdraw all or part of your Rollover Account at any time.

Age 59½ Withdrawals

A Participant who has attained age 59½ may withdraw all or part of his or her Pre-Tax Account, Roth Account and his or her Catch Up Contribution Account.

Withdrawals on Account of Financial Hardship

You may make withdrawals on account of financial hardship from your Pre-Tax Account, Roth Account and Catch Up Contribution Account. The minimum amount of withdrawal is $500. Withdrawals on account of financial hardship are permitted only if they are necessary to meet an immediate and heavy financial need of the Participant and only to the extent of that need.

Hardship withdrawals are only permitted for the following reasons:

- expenses directly relating to the purchase of your principal residence (but not mortgage payments);
- prevention of eviction from or foreclosure on your principal residence;
- tuition and related educational expenses for the next twelve months for post-secondary education for you, your spouse, child or dependents;
- expenses for medical care previously incurred by you, your spouse, or your dependents to obtain medical care;
- burial or funeral expenses for your deceased parent, spouse, child or dependents;
- expenses for the repair of casualty damages to your principal residence; and
- expenses and losses (including loss of income) incurred you on account of a disaster declared by the Federal Emergency Management Agency (FEMA) under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, Pub. L 100-707, provided that your principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

In addition, you may receive a hardship withdrawal if you certify that you have insufficient cash or other liquid assets reasonably available to satisfy an immediate and heavy financial need.

A former employee must take a regular distribution rather than a hardship distribution from the Plan.

Withdrawals in Connection with Federally Declared Disasters

If you reside in an area in which the president declares a major disaster and sustain an economic loss from such disaster, you may request a withdrawal from your Plan Account of up to $22,000 within 180 days of the disaster. You will not have to pay a 10% penalty for an early withdrawal, however, the distribution will be includable in your gross income and will be subject to federal and state income tax (if applicable). During the three-year period beginning on the day after the date on which the distribution is received, you will have the option to repay all or a portion of the amount you received as a distribution if you are eligible to make rollover contributions to the Plan. Your repayment amount will be limited to the amount distributed and will not include interest that would have accrued had you not taken the distribution. For more information, contact Fidelity at 1-800-835-5098 or by using Fidelity's NetBenefits® online account service at www.401k.com.

Tax Penalty on Early Withdrawals

If you withdraw any money from the Plan before you are at least age 59½, you generally will have to pay a 10% penalty on that amount in addition to any other income taxes due. In some states, additional penalties may apply. These penalties will not apply if you are at least age 59½ at the time you make the withdrawal. You should discuss the tax consequences of a withdrawal with your tax advisor.

Early Withdrawals by Terminally Ill Participants

If you are certified by a physician to be terminally ill and are otherwise eligible to take an early withdrawal from the Plan, you will not have to pay the 10% penalty on such withdrawal. However, the distribution will be includable in your gross income and will be subject to federal and state income tax (if applicable). During the three-year period beginning on the day after the date on which the distribution is received, you will have the option to repay all or a portion of the amount you received as a distribution if you are eligible to make rollover contributions to the Plan. Your repayment amount will be limited to the amount distributed and will not include interest that would have accrued had you not taken the distribution. For more information, contact Fidelity at 1-800-835-5098 or by using Fidelity's NetBenefits® online account service at www.401k.com.

SECTION XIV Plan Loans

The Plan allows active Participants to borrow from their Plan Account. This section explains the rules governing loans from the Plan.

You may take loans from the Plan, secured by up to 50% of your vested Account.

Loans are debited against your Account in direct relation to the percentage of money available in any of the investment options in which you have invested your Account. Repayment of loans is credited to the appropriate investment funds in the same increments as your current investment elections.

Loans may be taken under the following conditions:

- The minimum loan amount is $1,000.
- The maximum loan amount is the lesser of:
  - $50,000, reduced by the excess, if any, of the highest outstanding balance of loans from the Plan during the one-year period ending on the day before the date such loan is made, over the outstanding balance of loans from the Plan on the date such loan is made; or
  - 50% of the amount of your vested Account on the date the loan is originated.
- You may have up to two loans outstanding at any one time, but you may take no more than one loan per calendar year.
- The repayment of each loan generally must be made through payroll deductions. If your employment is terminated, you will be provided with repayment options by Fidelity Investments.
- The loan will bear an interest rate of the current "prime" interest rate at the time of the loan origination, plus 1%.
- The term of a loan shall not exceed five years, or ten years if the loan is used to acquire a dwelling unit, which, within a reasonable period of time, is to be used as your principal residence.
- A loan may be prepaid (or partially prepaid) at any time without penalty.
- A loan must be prepaid in full within 90 days of the date when you are no longer employed by Hexcel.
- If you do not repay a loan in accordance with its terms within 90 days of the due date, the loan shall be in default. The total amount of the loan, including accrued interest, shall be deducted from any distribution from the Plan to which you or your designated Beneficiary may be entitled to receive.

SECTION XV Special Distribution Rights Of Certain Employees Under Legacy Plan Provisions

There are a small number of special "in service" distribution rights (that is, distribution rights that can be exercised by a Participant even though he or she is still employed by a Hexcel Business Unit) associated with accounts that arose under the plans of other employers and were transferred to this Plan in connection with a merger or acquisition.

Withdrawals from Benefits Accumulated Under Springs of Achievement Partnership Plan

If you were a participant in the Springs of Achievement Partnership Plan (the "Springs Plan") on or before January 1, 1974, you may withdraw a percentage of certain funds contributed by Springs Industries, Inc., and other accumulations in your Springs Plan account, that were made on or before January 3, 1976 (but *not* the investment earnings on those funds), even though you are still employed. The percentage of these funds that you may withdraw during employment is based on the number of years of employment you had with Springs Industries, Inc., as of January 3, 1976. If you are a Hexcel-Schwebel employee who was employed by Springs Industries prior to 1974, and you would like further information regarding the withdrawal of Springs Industries, Inc. contributions, please contact your Human Resources office.

Special Distribution Rights for Former Employees of CIBA-Geigy Corporation and Certain Affiliated Corporations

If you are a former employee of CIBA-Geigy Corporation and Certain Affiliated Corporations, you may make a withdrawal of all or a portion of your CIBA-Geigy Matching Account at any time (except for Participants with less than five Years of Service for Participation in this Plan or the Ciba-Geigy Plan unless the withdrawal is as a result of a layoff, illness or disability).

Special Distribution Rights for Former Employees of Heath Tecna Aerospace Company

If you are a former employee of Heath Tecna Aerospace Company and you have attained age 59½, you may elect to withdraw all or a portion of your HT Basic Account and HT Voluntary Deductible Account at any time.

SECTION XVI Administering the Plan

Operating a plan of this nature for so many current and past employees requires adopting some administrative rules. This section explains some of the basic rules about how the Plan is administered.

The Retirement Committee

The responsibility for administering the Plan is in the hands of a committee called the Retirement Committee or persons to whom the Retirement Committee may delegate certain responsibilities. The Retirement Committee is the Administrator of the Plan. The Committee is appointed by the Compensation Committee, as appointed by the Board of Directors of Hexcel Corporation.

The business address for the Committee is: Hexcel Corporation, Attn: Retirement Committee, Two Stamford Plaza, 281 Tresser Blvd., Stamford, CT 06901-3238. Hexcel's phone number is (203) 969-0666.

The Retirement Committee is responsible for such matters as selecting the mutual funds that will be available as investments under the Plan; approving the process used by the Plan for you to make your initial investment selections under the Plan; enroll in the Plan, elect your Benefits, and the like; create rules for the administration of the Plan, such as rules for determining whether a court order is a Qualified Domestic Relations Order; and similar matters.

The Trustee

The Contributions made to the Plan by Hexcel are held by the Trustee of the Plan in trust for the exclusive purpose of providing Benefits to the Participants and their Beneficiaries. The name of the Trust is the Hexcel Corporation Master Trust. The Trust is a separate Trust Fund held with Fidelity under a Master Trust Agreement which also includes another separate trust fund for the payment of Benefits and expenses allocable to the Hexcel Corporation Voluntary Savings Plan for Kent Union Employees. The Trustee has general responsibility for collecting and gathering together the Contributions to the Plan and holding them in the Trust Fund. In general, Contributions will be invested in accordance with the Participants' directions, except under some special circumstances when the funds may be invested by the Trustee subject to other directions. The name of the Plan's Trustee is:

Fidelity Management Trust Company

The principal place of business and business telephone number of the Plan's Trustee is:

82 Devonshire Street
Boston, MA 02109
1-800-835-5098

Making a Claim Under the Plan

You or your Beneficiaries may make a request for any Benefits to which you may be entitled. Any request for Benefits, including any required election or notification form, must be made in writing, and must be made to the Administrator or to the person appointed by the Administrator to receive the request. The Administrator or the person appointed by the Administrator to receive such requests will provide you with the forms typically required for claiming or beginning a Benefit.

Your request for Benefits shall be considered a claim for Benefits, and it will be subject to a full and fair decision-making process. If your claim is wholly or partially denied, the Administrator shall furnish you with a written notice of this denial. This written notice must be provided to you within a reasonable period of time (generally 90 days) after the receipt of your claim by the Administrator. The written notice must contain the following information:

- ➢ the specific reason or reasons for the denial;
- ➢ specific reference to those Plan provisions on which the denial is based;
- ➢ a description of any additional information or material necessary to correct your claim and an explanation

of why such material or information is necessary; and

- appropriate information as to the steps to be taken if you or your Beneficiary wish to submit your claim for review.

There may be times when this 90-day period may be extended. This extension may only be made, however, where there are special circumstances which are communicated to you in writing within the 90-day period. If there is an extension, a decision shall be made as soon as possible, but not later than 180 days after receipt by the Administrator of your claim for review.

If notice of the denial of a claim is not furnished to you in accordance with the above within a reasonable period of time, your claim shall be deemed denied. You will then be permitted to proceed to the review stage described in the following paragraphs.

If your claim has been denied and you wish to submit your claim for review, you must follow the Claims Review Procedure.

The Claims Review Procedure

Upon the denial of your claim for Benefits, you may file your claim for review, in writing, with the Administrator.

YOU MUST FILE THE CLAIM FOR REVIEW NO LATER THAN 60 DAYS AFTER YOU HAVE RECEIVED WRITTEN NOTIFICATION OF THE DENIAL OF YOUR CLAIM FOR BENEFITS.

You may review all pertinent documents relating to the denial of your claim and submit any issues and comments, in writing, to the Administrator.

Your claim for review must be given a full and fair review. If your claim is denied, the Administrator must provide you with written notice of this denial within 60 days after the Administrator's receipt of your written claim for review. There may be times when this 60-day period may be extended. This extension may only be made, however, where there are special circumstances which are communicated to you in writing within the 60-day period. If there is an extension, a decision shall be made as soon as possible, but not later than 120 days after receipt by the Administrator of your claim for review.

The Administrator's decision on your claim for review shall be communicated to you in writing and shall include specific references to the pertinent Plan provisions on which the decision was based.

If the Administrator's decision on review is not furnished to you within the time limitations described above, your claim shall be deemed denied on review.

Service of Legal Process

If you have exhausted the Plan's Claims Review Process and you are not satisfied with the final decision, or if you have some other grounds for a suit against the Plan, you can serve the necessary court papers on Hexcel Corporation, Attention: General Counsel, Two Stamford Plaza, 281 Tresser Boulevard, Stamford, CT 06901-3238, (203) 969-0666.

Amending or Terminating the Plan

Hexcel Corporation has the right to amend the Plan at any time. Any amendment to the Plan may be adopted by formal action of Hexcel's Board of Directors, or by its Compensation Committee and executed by an officer authorized to act on behalf of Hexcel. In no event, however, shall any amendment:

- authorize or permit any part of the Plan assets to be used for purposes other than the exclusive benefit of Participants or their Beneficiaries; or
- cause any reduction in the amount credited to your Account.

Hexcel Corporation has the right to terminate the Plan at any time. Upon termination, all amounts credited to your Account will be 100% vested.

Governing Law

The Plan and Trust shall be governed by ERISA and to the extent not preempted by ERISA, by the laws of the State of Delaware.

The Plan is self-administered. The Plan Administrator and Fidelity keep the records for the Plan and are responsible for the administration of the Plan.

Employers That Have Adopted the Plan

The Employers who have adopted the Plan are listed below, with their Employer Identification Numbers:

Hexcel Corporation
Two Stamford Plaza
281 Tresser Boulevard
Stamford, CT 06901-3238
EIN: 94-1109521

Hexcel Pottsville Corporation
c/o Hexcel Corporation
Two Stamford Plaza
281 Tresser Boulevard
Stamford, CT 06901-3238
EIN: 23-2827480

Hexcel Reinforcements Corp.
c/o Hexcel Corporation
Two Stamford Plaza
281 Tresser Boulevard
Stamford, CT 06901-3238
EIN: 57-1071290

ARC Technologies LLC
c/o Hexcel Corporation
Two Stamford Plaza
281 Tresser Boulevard
Stamford, CT 06901-3238
EIN: 04-3040915

Hexcel has designated the Plan as plan number 003. The Plan is a defined contribution plan that includes a 401(k) feature. Because the Plan is a defined contribution plan, it is not insured by the Pension Benefit Guaranty Corporation.

CYBERSECURITY INFORMATION

The Company and the Retirement Committee have taken steps to protect your Plan Account and data from cyberthreats by regularly evaluating their cybersecurity practices and procedures and by validating and monitoring the cybersecurity practices and procedures of their third-party service providers that handle and store Plan data. However, you also play an important role in the protection of your Plan Account and data.

You can reduce the risk of fraud and loss to your Plan Account by following these basic rules:

- Register, Set Up and Routinely Monitor Your Fidelity NetBenefits account
  - If you are new to NetBenefits, create a unique username and password by selecting Register as a new user from NetBenefits.
  - If you're already registered, change your username and password by visiting NetBenefits.com>Profile>Security Center.
  - Add or update your mobile phone number and email address at NetBenefits.com>Profile>Personal & Contact Information.
  - Maintaining online access to your Plan Account allows you to protect and manage your investment.
  - Regularly checking your Plan Account reduces the risk of fraudulent account access.
  - Failing to register for an online account may enable cybercriminals to assume your online identity.
  - Sign up for eDelivery and monitor your Fidelity NetBenefits account.
- Use Strong and Unique Usernames and Passwords
  - Don't use dictionary words.
  - Use letters (both upper and lower case), numbers, and special characters.
  - Don't use letters and numbers in sequence (no "abc", "567", etc.).
  - Use 14 or more characters.
  - Don't write passwords down.
  - Consider using a secure password manager to help create and track passwords.
  - Change passwords every 120 days, or if there's a security breach.
  - Don't share, reuse, or repeat passwords.
  - Enable Fidelity MyVoice which eliminates the need for passwords with your personal encrypted voiceprint.
- Sign up for 2 factor authentication at login
  - Visit NetBenefits.com>Profile>Security Center to sign up.
  - You must have a phone number on file at NetBenefits to be eligible for this service.
  - Two-Factor Authentication requires a second credential to verify your identity (for example, entering a code sent in real-time by text message or email).
- Keep Personal Contact Information Current
  - Update your contact information when it changes, so you can be reached if there's a problem.
  - Select multiple communication options. If you add or update your mobile phone number and email address, you can get real-time alerts and confirm sensitive transactions through 2-factor authentication.
- Close or Delete Unused Accounts

    - The smaller your on-line presence, the more secure your information. Close unused accounts to minimize your vulnerability.
    - Sign up for account activity notifications.
- Be Wary of Free Wi-Fi
    - Free Wi-Fi networks, such as the public Wi-Fi available at airports, hotels or coffee shops pose security risks that may give criminals access to your personal information.
    - A better option is to use your cellphone or home network.
- Beware of Phishing Attacks
    - Phishing attacks aim to trick you into sharing your passwords, account numbers, and sensitive information, and gain access to your accounts. A phishing message may look like it comes from a trusted organization, to lure you to click on a dangerous link or pass along confidential information.
    - Common warning signs of phishing attacks include:
        - A text message or email that you didn't expect or that comes from a person or service you don't know or use.
        - Spelling errors or poor grammar.
        - Mismatched links (a seemingly legitimate link sends you to an unexpected address). Often, but not always, you can spot this by hovering your mouse over the link without clicking on it, so that your browser displays the actual destination.
        - Shortened or odd links or addresses.
        - An email request for your account number or personal information (legitimate providers should never send you emails or texts asking for your password, account number, personal information, or answers to security questions).
        - Offers or messages that seem too good to be true, express great urgency, or are aggressive and scary.
        - Strange or mismatched sender addresses.
        - Anything else that makes you feel uneasy.
- Use Antivirus Software and Keep Apps and Software Current
    - Make sure that you have trustworthy antivirus software installed and updated to protect your computers and mobile devices from viruses and malware. Keep all of your software up to date with the latest patches and upgrades. Many vendors offer automatic updates
- Know How to Report Identity Theft and Cybersecurity Incidents
    - The FBI and the Department of Homeland Security have set up valuable sites for reporting cybersecurity incidents:
        - https://www.fbi.gov/file-repository/cyber-incident-reporting-united-message-final.pdf/view
        - https://www.cisa.gov/reporting-cyber-incidents

If you have any questions regarding the cybersecurity of your Plan Account, please contact the Fidelity Retirement Benefits Line at 1-800-835-5098 or visit www.NetBenefits.Fidelity.com/onlinesecurity to learn more.

STATEMENT OF ERISA RIGHTS

As a Participant in the Hexcel Corporation 401(k) Retirement Savings Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Participants shall be entitled to:

Receive Information About Your Plan and Benefits.

Examine, without charge, at the Plan Administrator's office and at the office of your local Human Resources representative, all documents governing the plan, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each Participant with a copy of this summary annual report.

Prudent Actions by Plan Fiduciaries.

In addition to creating rights for Plan Participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Benefit under the Plan or exercising your rights under ERISA.

Enforce Your Rights.

If your claim for a Benefit under the Plan is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator. If you have a claim for Benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions.

If you have any questions about your Plan, you should contact the Plan Administrator or your Human Resources representative. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.