

IMPORTANT NOTICE

NOTICE REGARDING HONEYWELL AEROSPACE'S WELLNESS PROGRAM UNDER THE HONEYWELL AEROSPACE MEDICAL PLAN (THE PROGRAM)

Honeywell Aerospace is committed to the health, safety and well-being of our employees and their families. We believe completing annual screenings gives you access to important information about your physical health, and is essential for your continued physical well-being.

Honeywell Aerospace's Wellness Program is voluntary and available to all employees. If you are unable to participate in any of the health-related activities, you may be entitled to a reasonable accommodation or an alternative standard to avoid surcharges. We will work with you and, if you wish, your physician, to identify an alternative that is right for you. You may request a reasonable accommodation or an alternative standard by contacting **HealthResource** at **800-944-4887**.

Please visit **www.honeywellaerospacebenefits.com** for information on this voluntary Program, what information will be collected, how the information will be used, and protections required by law with respect to the privacy and security of your personally identifiable health information. Your biometric screening will include blood pressure, A1C, cholesterol, non-fasting glucose, height, weight and waist circumference, and a nicotine test to screen for tobacco use. **Your individual biometric screening results are not shared with Honeywell Aerospace.**

Honeywell Aerospace's formal plan documents govern the terms and conditions of its employee benefits plans and programs. Honeywell Aerospace has the right to modify, change and revise the terms and conditions of the plans, as well as the right to terminate the plans (subject to applicable collective bargaining agreements). This communication is not a guarantee of the future availability or design of the plans.

Honeywell | Aerospace

Honeywell Aerospace Inc.
1944 E Sky Harbor Circle North
Phoenix, AZ 85034

Presorted
First Class Mail
US Postage Paid
New York, NY
Permit No. XXXX

Complete Your Biometric Screening by **October 9, 2026**, to avoid a medical plan premium surcharge and to earn 100 Wellness Activity Points through Castlight!

KNOW
YOUR
HEALTH

Complete your
biometric screening
by October 9.



Honeywell | Aerospace

Make the Best You.

AVOID A 2027 MEDICAL PLAN PREMIUM SURCHARGE

You *and* your enrolled spouse/domestic partner should get screened by **OCTOBER 9***

Additional steps are necessary for tobacco use.

If you don't get a biometric screening, or if you are a tobacco user, surcharges may apply to both you and your enrolled spouse/domestic partner. **If you don't get screened, it will be assumed you are a tobacco user and a tobacco surcharge will apply.**

Three ways to complete your screening:

- 1 On site at many Honeywell Aerospace locations.
- 2 At a local Quest Diagnostics® Patient Service Center.
- 3 As part of your annual wellness check. You must download a personalized Physician Results Form from the Quest Diagnostics® website for your doctor to complete. Your results can be faxed in or reported and uploaded on the Quest website.

Visit **My.QuestforHealth.com** to register for a screening or to download the form to take to your doctor. Consent to have your results sent to Cigna, a health insurance company.

All users: Register and create a username and password (registration key: **HoneywellAerospace2026**).

For help, call **855-623-9355** or email **Wellness@QuestDiagnostics.com**.

NEW SCREENINGS PROVIDE IMPORTANT INSIGHT INTO EMPLOYEE HEALTH

In addition to other health markers, your screening includes an **HbA1c test** used to help diagnose pre-diabetes and diabetes. The 2025 results were revealing. Of the employees who took part in the screening, **one out of three employees were at risk to develop pre-diabetes or diabetes based on their HbA1c levels.** *So what should you do about it?*

ONCE YOU'VE COMPLETED YOUR SCREENING:

1



Review your results!

Be sure to review your results on the Quest or Castlight websites. These sites are usually updated within one week after you complete your screening.

2



See your Doctor!

If you note some of your results are of concern, **make an appointment with your primary care physician.** Review your overall health and make a plan to prevent current health concerns from getting worse.



\$500

Biometric Surcharge



\$1,000

Tobacco Surcharge

If you don't get a biometric screening, or if you are a tobacco user, two surcharges may apply to you and your enrolled spouse/ domestic partner. **Max Surcharge:** \$1,000 per individual; \$2,000 if both you and your spouse/ domestic partner are subject to surcharges.

HOW TO AVOID 2027 PREMIUM SURCHARGES

- ✓ Complete a biometric screening by **October 9, 2026**, to avoid a \$500 surcharge, regardless of tobacco use.
- ✓ If your screening reveals nicotine (or tobacco use is assumed because you don't do a screening), by **October 9, 2026:** (1) complete at least one tobacco cessation coaching call **or** (2) attest you are not a tobacco user, to avoid a \$1,000 surcharge.

Contact **HealthResource** at **800-944-4887** to complete the tobacco cessation tasks.

Miss the deadline to avoid the Tobacco Surcharge?

Complete a tobacco cessation program through HealthResource by December 31, 2027, and any tobacco surcharge applied in 2027 will be refunded to you.

To request a reasonable alternative, or if your doctor recommends a different approach, contact HealthResource. They will work with you and, if you wish, your doctor, to identify an alternative right for you.

*To have your 2027 Annual Enrollment costs display correctly, please complete your screening by September 30, 2026.