



2027 Annual Enrollment (non-FMT)

When it comes to health and well-being, our goal is simple: provide you with the tools and resources to meet your physical, mental, financial and individual well-being needs – to Make the Best You!

The Annual Benefits Enrollment Period is **Oct. 12 – Oct. 30**. Be sure to think about you and your family's health and well-being needs for the coming year as you explore and enroll in the benefits available to you.

What's Changing for 2027

Like many other day-to-day expenses, health care costs are on the rise. It is expected that 2027 will see a cost increase of around 9% for Honeywell Aerospace. The Company has decided to absorb this increase and not pass these costs on to employees¹. This reflects the continuing investment we make in our employees.

- **Increase in Medical Plan Deductibles:** Only minimal changes are scheduled for 2027 to meet IRS requirements. The HDHP in-network deductible will rise slightly from \$1,700/\$3,400 by \$50/\$100, since our plan is currently at the lowest allowable level.
- **5-6% Increase in Dental Premiums:** There will be a small increase to dental premiums for 2027. Honeywell Aerospace will still subsidize over half of your monthly premiums, whether you use Cigna or MetLife for your dental needs.

- **Dependent Care FSA limit is \$7,500:** This type of account is for eligible dependent care expenses such as day care costs or before/ after school programs so that you and your spouse can work. Beginning in 2027, highly compensated employees will no longer be capped at a lesser amount due to recent legislative changes.
- **Increases to maximum contribution limits:** For those eligible to contribute to a Health Savings Account (HSA) or Flexible Spending Account (FSA), the new limits are below.

2027	Maximum Contribution Limits
HSA contribution limit*	\$4,500 (Individual) / \$9,000 (Family)
Limited Purpose FSA	\$3,400
Dependent Care FSA	\$7,500 per household or \$3,750 for individual filing separately

*These limits include contributions made by Honeywell Aerospace. If you will be 55 or older during the plan year, you can contribute an additional annual catch-up contribution of \$1,000.

What You Need to Do

Visit honeywellaerospacebenefits.com to explore your options as you plan for your health and well-being needs.

Whether you're looking to learn about your benefits options, access wellness resources, or connect to vendor sites, honeywellaerospacebenefits.com is the place to go for comprehensive information.

Visit the Honeywell Aerospace Benefits Center at:

lifeatworkportal.com/honeywellaerospace by 11:59 p.m. ET on Friday, Oct. 30.

Note: If you're visiting the Benefits Center site for the first time since April 1, 2026, you'll need to register as a first-time user.

Remember: If you have an FSA, your enrollment will not carry over, you must actively enroll again if you would like to participate in 2027.

Questions? Call HR Help at 1-844-531-2699.

¹ If you have had a recent salary increase, you may see a contribution change.

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