

Honda

BRING THE FUTURE

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2023 BENEFITS ENROLLMENT GUIDE

Oct. 13 – Oct. 28, 2022

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WHAT'S NEW FOR 2023

When it comes to benefits, one size doesn't fit all. That's why we are introducing a variety of new voluntary benefits that offer you additional protection and options to fit your needs. This came from valuable feedback we received from you in last fall's Employment Experience Survey.

During Benefits Enrollment, you'll have the opportunity to sign up for these new voluntary benefits for you and your family members—including your furry family members. Keep reading for a short summary of each of the new benefit options.

For voluntary benefits details and enrollment information:

For voluntary benefit details, visit myhondaconnect.com and look for the "Voluntary Benefits" tile. If you have questions, call the My Benefits Connect Center and say "Voluntary Benefits" when prompted.

You don't need to be enrolled in a Honda medical plan to enroll in any of these plans. For coverage to start on Jan. 1, 2023, you must enroll by Oct. 28, 2022.

Many of these voluntary programs are only available through Honda—and others allow you to purchase coverage at a lower rate than you would get on your own. Plus, paying for coverage is easy with convenient after-tax payroll deductions.

Hospital Indemnity Protection Plan

If you or a covered family member have a hospital stay, this plan provides a payment to you that can help offset the hospital bill, take care of day-to-day expenses or pay for anything else you need. This plan covers hospital admission, hospital confinement and intensive care unit confinement.

Critical Illness Protection Plan

Should you or a covered family member experience a covered illness such as cancer, a heart attack or a stroke, this plan provides a payment to you to help cover your out-of-pocket medical costs and other expenses.

Accident Protection Plan

If you or a covered family member is injured in an accident, this plan provides a payment to you to help cover out-of-pocket medical costs and other expenses.

Benefits Enrollment is the best time to enroll in Hospital Indemnity, Critical Illness or Accident Protection Plans. You are only allowed to enroll during the calendar year if you have a qualified life event change.

Supporting Your Medical Coverage

The Hospital Indemnity Protection Plan, the Critical Illness Protection Plan and the Accident Protection Plan can help protect you and your family in case the unexpected happens. These policies are intended to supplement your medical coverage, not replace it.

You can use the money you receive from these plans any way you like, including for:

- Out-of-pocket health plan costs such as deductibles and coinsurance
- Bills and living expenses including mortgage, rent and groceries
- Prescriptions
- Treatment by a specialist
- Transportation to and from treatment

For more information, call the My Benefits Connect Center and say “Voluntary Benefits” when prompted.

Identity Theft Protection*

Identity theft protection removes potential threats to your personal data. In addition to providing online security for computers, tablets and mobile phones, it covers financial losses related to identity theft. It also offers counseling for associates who are or might be victims of identity theft.

Pet Insurance*

Honda’s new pet insurance plan reimburses you for the cost of your pet’s treatments, surgeries, lab fees, X-rays and much more. The plan allows you to use any veterinarian worldwide—including specialists and emergency providers.

*If you do not enroll in these plans during Benefits Enrollment, you may enroll after Jan. 1, 2023, for coverage the first of the following month.

Discount Program

Honda’s discount program offers opportunities to save both time and money on special items and everyday goods and services with exclusive discounts from top national brands and local businesses.

This program is available year-round starting in January 2023. No enrollment is required. To participate, go to the “Voluntary Benefits” tile on myhondaconnect.com on or after Jan. 1, 2023. Click the link to the PerkSpot sign-in page and register to begin saving.

HSA Plan Updates for 2023

HSA Plan rates are not changing but some deductibles and out-of-pocket maximums are changing for 2023. Please note the changes below and consider this information when making your enrollment decisions.

Coverage Level	Annual Deductible				Annual Out-of-Pocket Maximum			
	2022		2023		2022		2023	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Individual	\$1,500	\$3,000	\$1,500	\$3,000	\$6,000	\$6,550	\$3,000	\$6,000
Family	\$2,800	\$6,550	\$3,000	\$6,000	\$6,000	\$6,550	\$6,000	\$9,000



WHAT'S NOT CHANGING IN 2023

- Offering the same medical, dental and vision coverage options and contributions for most associates
- Enrolling every year to contribute pre-tax payroll contributions in a Health Savings Account (HSA) or Flexible Spending Account (FSA)
- Updating your Spousal Contribution Waiver every year, if eligible
- Providing Company-paid basic life and accidental death and dismemberment (AD&D) insurance and short-term disability (STD) and long-term disability (LTD)
- Offering voluntary benefits such as supplemental life and AD&D insurance, survivor medical coverage, group legal, group homeowners insurance, group auto insurance and associate-paid LTD
- Saving on maintenance medication by switching from 30-day refills to 90-day refills (retail or mail order) and money-saving apps such as GoodRx and SingleCare

CONNECT TO YOUR WELLBEING

All active U.S. Honda associates and their spouses enrolled in the *Connect to Your Wellbeing* Program can earn rewards that save money on their medical contributions by completing the following Priority Actions, the health check survey, a preventive care screening and the biometric screening. Program members can check their completion status and reward balances on wellbeing.honda.com or by calling **1-866-778-5885** and say “Connect to Your Wellbeing” when prompted.

What's in it for you?

1. Access to personalized tools and support to meet your wellbeing goals
2. Rewards for completing healthy activities by Dec.1 every year—up to \$160 in PulseCash annually
3. Lower medical plan contributions by completing the Priority Actions by Dec. 1, 2022 to earn the 2023 medical plan incentive

To learn more or to sign up, go to myhondaconnect.com and click the “Connect to Your Wellbeing” tile or scan the QR code at right with your smartphone to be taken directly to the wellbeing site. After you create your account, you can download the free Virgin Pulse mobile app and access all the program's core features from a smartphone and most fitness devices.



WHAT TO CONSIDER AS YOU ENROLL

When it comes to your future benefits, here's what to keep in mind:

- If you were hired or rehired from September to November, you may need to enroll for coverage twice—once for coverage until Dec. 31, 2022, and again for coverage from Jan. 1 to Dec. 31, 2023. Please refer to your new hire materials for more details.
- HSA and FSA contribution elections do not roll over from year to year. To use these benefits next year, you must specify your contributions by actively enrolling from Oct. 13 to Oct. 28, 2022.
- Are you eligible to waive the spousal contribution? The waiver does not roll over from year-to-year. If the waiver is not submitted, you will be responsible for an additional spousal contribution.
- If you change medical plan options, you'll receive a new medical/prescription insurance card for 2023.
- If you have an HSA debit card and change your medical plan from HSA to PPO Plan, you can still use the remaining balance in your Health Savings Account for eligible healthcare expenses but cannot contribute additional money to the account.

The spousal contribution can be waived if the spouse is:

- Covered under Honda's plan as secondary and his or her employer's plan as primary;
- Not eligible for coverage through his or her employer;
- Not employed;
- Self-employed with no access to coverage as a result of the business, or
- A Honda associate covered under Honda's plan as a dependent.

If you wish to enroll in any of our voluntary benefits including the new voluntary plans, log in to myhondaconnect.com to see further details. Please review your current coverage and ensure that it meets your needs for next year.



DON'T MISS OUT!

Vital Honda benefits alerts are at your fingertips on your mobile phone, tablet or computer. Make sure you provide or update your email, mobile number and email delivery preferences on myhondaconnect.com. Select the person icon in the upper right and choose "Manage Communications."



YOUR HSA AND FSA OPTIONS

Whether you're currently participating in an HSA or FSA or are considering it for next year (based on your medical plan election), keep in mind how each account works to maximize the money inside.

Health Savings Account—Use Today and/or Save for Tomorrow

With an HSA, you can enjoy the following benefits.

- You'll get a triple-tax advantage:*
 - 1) The money you contribute goes into your account from your before-tax pay;
 - 2) The interest on the money in your account grows free of taxes; and
 - 3) The money you withdraw from your account is tax-free.
- You have the flexibility to use the money in your account for current eligible healthcare expenses or save it for future eligible expenses.
- Any balance in your account at the end of the year automatically rolls over to the following year.

Health Savings Account limits will increase—the IRS sets annual limits for how much HSA Plan participants and Honda can contribute to an HSA during a calendar year. You may add any amount to Honda's contribution, up to the combined limits shown below. Your contribution plus Honda's contribution cannot exceed the IRS annual maximums.

Coverage Level	2022 IRS Maximum	2023 IRS Maximum	Honda Contributes	If Under Age 55, You Contribute	If Age 55 or Older, You Contribute
Individual	\$3,650	\$3,850	\$900	Up to \$2,950 maximum	Up to \$3,950 maximum
Family	\$7,300	\$7,750	\$1,800	Up to \$5,950 maximum	Up to \$6,950 maximum

Honda's contribution is typically made by the end of January, at which time the money can be used on eligible healthcare expenses. To check your HSA balance, select the "Optum Bank" link on myhondaconnect.com, call **1-866-234-8913** or download the Optum Bank mobile app.

Flexible Spending Account**—Use It or Lose It!

- Eligible healthcare and dependent daycare expenses must be incurred by the end of the calendar year. You then have until March 31 of the following year to submit any claims for reimbursement.
- When you incur a cost, you will automatically be reimbursed from your account for eligible medical, prescription, vision and dental expenses without filing claims. If you wish to change your automatic reimbursement election, contact the My Benefits Connect Center at myhondaconnect.com or by calling **1-866-778-5885**.
- To manage your FSA, go to myuhc.com.

Due to COVID-19, for 2020 and 2021, Honda allowed Healthcare and Dependent Care FSA balances over \$50 to be rolled over to 2022. Expenses incurred before Dec. 31, 2022, can be reimbursed from 2020 and 2021 rollover funds, as well as funds from 2022 if the FSA was elected. Reimbursements for all three years must be submitted by March 31, 2023, or any unused balances will be forfeited.

*Tax advantage refers to federal taxes. Some states, such as California and New Jersey, tax employer and associate contributions, and other states, such as New Hampshire and Tennessee, tax earnings. Check with your tax preparer to see if state or local taxes will impact your tax savings.

**Includes Healthcare, Limited Purpose and Dependent Care FSAs



Provide or update your communication preferences, including your mobile phone number, on myhondaconnect.com. Select the person icon in the upper right and choose “Manage Communications.”

SIX STEPS TO ENROLLMENT SUCCESS

Oct. 13 through Oct. 28, 2022, is your window of opportunity to choose your benefits for 2023. The following steps will help ensure your success!

- 1 Log in to myhondaconnect.com** and select “2023 Benefits Enrollment” between Oct. 13 and Oct. 28 for benefits information and to make your elections. Once you log in:
 - Watch the interactive *Benefits Enrollment Guided Experience Video* for an engaging way to quickly get details on Honda benefits.
 - Check out “Medical Plans at a Glance” to compare your 2023 plan options and contribution amounts.
 - Wondering which medical plan is right for you? As you go through the enrollment process, simply answer a few questions about what your medical needs may be in the coming year, and the website will make a medical plan recommendation. You can enroll in the recommended option or continue to explore the other option on your own.
 - Consider enrolling in the various voluntary benefits Honda has to offer (new and existing plans).

- 2 Confirm your dependents.**

- Verify that your dependents are still eligible for coverage. (For complete information on benefits eligibility, refer to Summary Plan Description: A Guide to Your Health & Welfare Benefits on myhondaconnect.com).
- If you are married to another Honda associate, dependents can only be covered under one plan.
- You can add or remove eligible dependents during Benefits Enrollment. If you add a dependent for medical coverage, verification of the dependent’s eligibility will be required. (If adding a dependent for dental and vision only, no verification is required.) You will receive information on how to verify dependents in November.

Want to know more about how the medical and prescription drug plans work? Review your User Guide HCU for more details.



3 Confirm or update your beneficiaries. Now is a good time to make sure your beneficiary information is accurate for your:

- Life insurance—myhondaconnect.com
- Accidental death and dismemberment (AD&D) insurance—myhondaconnect.com
- 401(k) Savings Plan—401k.com
- Health Savings Account (HSA)—optumbank.com

4 If you are eligible for the medical Spousal Contribution Waiver, submit or update your waiver reason before the Oct. 28 enrollment deadline to avoid paying the spousal contribution next year.

5 Make your elections, including HSA or FSA contributions, and then confirm and submit by Oct. 28, 2022.

6 Complete your *Connect to Your Wellbeing* Priority Actions by Dec. 1, 2022, to lower your medical contributions for 2023.

Pricing information will be available during the enrollment process. If you waive coverage, you will not be able to enroll in certain benefits until the next Benefits Enrollment unless you have a qualified life event (family status change).

CONFIRMATION STATEMENTS

If you have your communication preference set to email, you will receive an emailed Confirmation Statement once you complete enrollment.

Confirmation Statements will be mailed to you if you:

- Requested one to be mailed;
- Took no action and defaulted into coverage; or;
- Are on a leave of absence.

Additionally, be sure to save a screen shot and print a copy for your files especially if your communication preference is not set to email.

HEALTH RISK AWARENESS AND AVAILABLE RESOURCES

Honda periodically reviews aggregated data about how our healthcare plans are used. (Honda does not have access to anyone’s personal health information.) This helps us provide more meaningful health and wellbeing programs for you and your family. Over the last several years, our data has shown an increasing trend in risks—including avoiding important preventive care and condition management appointments—that can lead to serious health outcomes and complications, including:

- Diabetes and related conditions;
- Musculoskeletal conditions, such as osteoarthritis and lower-back issues; and
- Mental health and substance abuse conditions.

To help you and your family members become more aware of your health and wellbeing concerns—and how to proactively address them—Honda offers several resources and tools.

PREVENTIVE CARE = \$0

Honda’s medical plans cover in-network preventive care at 100%. You pay zero. These preventive services can help you and your family catch potential health problems early, when they’re likely more treatable or even preventable.

Program	Services Provided	For More Information
Associate Assistance Program—ComPsych Behavioral Health Management	Experienced clinicians available 24/7 to speak with you and help connect you to the right resources. Up to 10 free consultations per issue, per year. Concerns such as (but not limited to) depression, anxiety, marital and family conflicts and more.	Contact ComPsych: 1-800-232-6357 guidanceresources.com App: Guidance Resources Now

AND REMEMBER . . .

Advocate4Me, available through UnitedHealthcare (UHC), can help with anything related to your medical and prescription drug benefits. To speak with a team member, call **1-800-996-0271** (for PPO Plan) or **1-866-314-0335** (for HSA Plan). You can also chat with a team member by logging in to myuhc.com and selecting the “Call or Chat” button.

KNOW YOUR RIGHTS

Your legal rights regarding your Honda employee benefits are available through regulatory notices and legal documents at myhondaconnect.com. For example, the Notice of Coverage includes:

- Creditable Prescription Drug Coverage and Medicare
- Special Enrollment Rights for Health Plan Coverage
- Women’s Health and Cancer Rights Act Notice
- Newborns’ and Mothers’ Health Protection Act Notice
- Honda HIPAA* Privacy Notice
- Provider-Choice Rights Notice

*Health Insurance Portability and Accountability Act of 1996



EASY ENROLLMENT

During Benefits Enrollment (Oct. 13 – Oct. 28, 2022)—you have three ways to enroll:

1. ONLINE



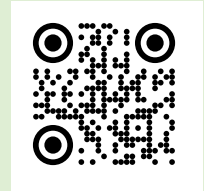
Visit myhondaconnect.com, available 24/7

2. ALIGHT MOBILE APP



Download the app with your mobile phone using one of these methods:

- a. Text “Benefits” to 67426
- b. Visit alight.com/app
- c. Scan the following QR code



3. MY BENEFITS CONNECT CENTER



Call **1-866-778-5885** and when prompted, say “Benefits Enrollment.” Representatives are available Monday through Friday, between 8:30 a.m. and 10 p.m. ET.

FORGOTTEN PASSWORD OR PIN?

No problem! Simply go to the myhondaconnect.com login page, look for “Forgot User ID or Password,” and follow the prompts.

- If your mobile phone number is on file, you’ll get a text with a code to create a new PIN soon after you answer your security questions.
- If your mobile phone number isn’t on file, you’ll get your code via U.S. Mail—which could take up to two weeks.



IMPORTANT DATES

THURSDAY OCT. 13, 2022	FRIDAY OCT. 28, 2022	NOVEMBER 2022	THURSDAY DEC. 1, 2022	SUNDAY JAN. 1, 2023
Benefits Enrollment begins.	Benefits Enrollment ends.	Confirmation Statements will be mailed to you if you: <ul style="list-style-type: none"> - Requested one to be mailed; - Took no action and defaulted into coverage; or - Are on a leave of absence. Review your 2023 elections and make any corrections by calling the My Benefits Connect Center at 1-866-778-5885 .	Deadline to complete your <i>Connect to Your Wellbeing</i> Priority Actions. Visit myhondaconnect.com (associates only) or wellbeing.honda.com to get started.	New benefits coverage takes effect.
<p>IMPORTANT! Be sure you have your communications preference set to email to receive your confirmation electronically after you enroll. If you opt not to do this, be sure to print or save for your files.</p>				

*This guide is intended to serve as a Summary of Material Modifications for the Honda Federal Credit Union Health & Welfare Benefits Plan. It is meant to supplement and/or replace certain information in the Summary Plan Description (SPD), so retain it for future reference along with your SPD. Please share these materials with your covered family members. All applicable changes are effective Jan. 1, 2023, unless otherwise specified in this guide. For questions, contact the My Benefits Connect Center at **1-866-778-5885**. Honda reserves the right to amend, modify or terminate the plan at any time. Receipt of this guide does not confer any eligibility or entitlement to any benefits under the plan.*

Note: You are responsible for all contributions for enrolled benefits. If you miss deductions, Honda may take additional deductions from your paycheck to recover them and if you are on a leave of absence, you may be direct billed by the benefits administrator.