

2024 US annual benefits enrollment highlights



HALEON

Annual benefits enrollment

Annual benefits enrollment: **October 25, 2023-November 15, 2023**
for coverage effective January 1, 2024

- We are working together to create a company that delivers better everyday health with humanity
- Our focus is on putting people first to help everyone be well.
- Offering flexible health and well-being benefits is the right thing to do.
- As a stand-alone company, we are simplifying our benefits program to better align with the specific size of our company and the unique needs of our workforce.
- For 2024, we encourage you to take a fresh look at your benefits. Use this opportunity to ensure your benefits coverage still meets your needs.
- Remember, you can only enroll or make changes to your benefits during annual benefits enrollment unless you experience a qualified life event.
- Be a smart employee benefits consumer!

Key details about your coverage

- Benefits you choose during annual benefits enrollment generally cannot be changed until the next annual benefits enrollment
- If you have a qualified life event during the year, you must make your change within 30 days
- Changes include gain or loss of other coverage, marriage, certification of domestic partnership, divorce, legal separation, termination of domestic partnership, and birth or adoption of a child
- If you add a new dependent, you may be required to provide documentation to validate your dependent's eligibility

What's new for 2024?

Your costs



- Your contribution for medical and prescription drug coverage will increase in line with the overall 8% increase in healthcare inflation. Your cost will depend on how many dependents you cover, which medical plan you choose, and your annual benefits pay.

Medical



- Consolidating our options with one provider, UnitedHealthcare (UHC), beginning January 1, 2024; current PPO and HDHP options available through Aetna will be discontinued in 2024.

Prescription drug



- Our exclusive partnership with UHC will include prescription drug coverage through MedImpact beginning January 1, 2024. Prescription drug coverage is included in each Haleon medical plan option. Coverage through CVS Caremark will be discontinued effective December 31, 2023.

Supplemental health plans



- We are partnering with UHC to introduce:
 - ▶ Hospital Indemnity Protection Plan
 - ▶ Critical Illness Protection Plan
 - ▶ Accident Protection Plan

2024 medical plan

Medical



- Consolidating our options with one provider, UnitedHealthcare (UHC); current PPO and HDHP options available through Aetna will be discontinued in 2024.
- Same medical benefits plan design for 2024 with no changes in deductibles, co-pays or coinsurance.
- We are minimizing disruption, streamlining our benefits administration and gaining economies of scale, which positions us to provide additional offerings and programs in the future to help you maximize your well-being.
- Our research shows it is uncommon and unnecessary for employers to offer the same medical plans with two different providers.
- Your 2023 medical elections will carry over to 2024 unless you make a change during annual benefits enrollment.
- If you are currently enrolled in the PPO or CDHP option available through Aetna, and you do not actively enroll, you will be automatically enrolled in the same plan and coverage level with UHC which includes prescription drug coverage with MedImpact for 2024.
- Additional support will be available during and after annual benefits enrollment to ensure there is a smooth transition—and transition of ongoing care—to UHC.

What to do: medical

Medical



- **UnitedHealthcare (UHC)**
 - **1-833-528-2307**
 - **www.myuhc.com** or download the app (current members) or
 - **<https://www.whyuhc.com/haleon>** (pre-member)
- **Support for:**
 - **Plan decisions:** Learn more about if the PPO or HDHP is right for you.
 - **Provider search:** Find an in-network doctor, hospital, lab, etc.
- **Transition of care:** You can request extended coverage from your current, out-of-network health provider at in-network levels for a limited time due to a specific medical condition until the safe transfer to a network provider can be arranged. You and your health care provider must complete the Transition of Care Form and submit to the UHC address (mail or fax) on the form between December 1 and January 31st. To obtain a copy of the form or if you have any questions about transitioning your care, contact UHC at the phone number above or visit www.whyuhc.com/haleon or the Haleon Benefits Center at Alight at <http://digital.alight.com/haleon>, Plan Information Resource Documents for Annual Enrollment or Haleon Benefits intranet at [US Benefits \(sharepoint.com\)](http://USBenefits.sharepoint.com)

2024 prescription drug coverage

Prescription drug



- Our exclusive partnership with UHC will include prescription drug coverage through MedImpact beginning January 1, 2024. Prescription drug coverage is included in each Haleon medical plan option.
- MedImpact contracts with more than 64,000 pharmacies in the nation, including CVS and Walmart, which makes it easy to find a network pharmacy.
- There are no changes in co-pays or coinsurance.
- Birdi™, MedImpact's easy-to-use home delivery program for mail-order prescriptions, delivers maintenance medications right to your door. Most prescriptions with open refills will be transferred to Birdi on January 1, 2024.
- The MedImpact Direct Specialty program provides access to specialty drugs for chronic and complex conditions.
- If your current prescription is affected by the change to MedImpact (i.e., drug is not part of the MedImpact formulary, drug is a specialty medication, etc.), you will receive a communication directly from MedImpact providing the details of what you need to do in order to continue filling your prescription.

What to do: prescription drug

Prescription drug



– MedImpact

- **1-844-587-7383**
- Beginning October 25:
<https://openrollment.medimpact.com/#/plancode?HGC01202301>
- Beginning January 1, 2024:
www.medimpact.com

– Support for:

- **Pharmacy search:** Find participating network pharmacies.
- **Formulary list:** Search the certain drugs that are “preferred” and are deemed both effective and appropriate. These drugs are called “formulary/preferred product” and may be offered at a lower cost.
- **Drug Price Check:** Check the price of your medications. Get a quick cost comparison between local and retail pharmacies and mail order
- **Transfer of prescriptions:** Beginning January 1, 2024, you can request a prescription transfer for most mail-order medications.

2024 healthcare costs

Your costs



- During the past four years, GSK opted to keep benefits and employee costs relatively steady.
- As the costs for providing healthcare coverage—and paying for healthcare services—continued to rise over time, the company took on the majority of the cost increases to maintain a degree of stability.
- We expect to spend \$51 million on medical and prescription drug benefits for all of our covered colleagues and their families in 2024; this is about an 8% increase.
- While Haleon will continue to subsidize the majority (88%) of healthcare costs for 2024, for the first time in several years, your contribution for medical and prescription drug coverage will increase in 2024, in line with the overall 8% increase in healthcare inflation. Your costs will depend on how many dependents you cover, which medical plan you choose, and your annual benefits pay.

2024 healthcare costs

Your costs



- For illustration purposes:
 - Most employees enrolled in the PPO Plan will see an increase of \$48 per year for employee only coverage (+\$2 per pay period) and \$312 per year for family coverage (+\$13 per pay period).
 - Most employees enrolled in the HDHP will see an increase of \$36 per year for employee only coverage (+\$1.50 per pay period) and \$288 per year for family coverage (+\$12 per pay period).
- Even with the cost increase for medical and prescription drug coverage, Haleon continues to offer competitive benefits.
- Our dental, vision, life, disability plans—and your contributions—will not change for 2024. You may also continue to elect voluntary benefits such as legal, pet care, etc. as well as some new supplemental health plans.

New supplemental health plans

Hospital Indemnity Protection Plan

Critical Illness Protection Plan

Accident Protection Plan



- We heard you when you requested more Voluntary Benefits.
- When we benchmarked against other companies, Hospital Indemnity Protection Plan, Critical Illness Protection Plan and Accident Protection Plan are some of the primary Voluntary Benefits offered by employers.
- Supplemental health benefits are designed to complement—not replace—our medical coverage and provide you and your covered family members with cash payments if you experience a covered hospital stay, critical illness or accident.
- We are able to take advantage of our medical plan consolidation with UnitedHealthcare to provide additional programs that benefit your well-being and ensure that our benefits package remains competitive and helps us attract and retain the top talent we need to fulfill our company’s mission.
- These plans also provide flexibility and choice; determine if each plan is appropriate for your needs.
- You may elect coverage for yourself and your eligible dependents for each of the plans.
- You can enroll in these plans regardless of whether you enroll in a Haleon medical plan.

What you need to know

Supplemental health plans provide choice and flexibility

- You can enroll in these plans regardless of whether you enroll in a Haleon medical plan
- You can enroll in one, two or all three plans
- Evidence of Insurability not required for any of the plans
- Group rates
- Convenient payroll deductions
- Portability
- Wellness Benefit on Accident and Critical Illness
- Review the details of each plan to determine if supplemental health coverage is right for you

View Supplemental Health Plan Summaries and Summary Plan Descriptions (certificates of coverage) for details on the schedule of benefits and plan exclusions

Plan overviews: supplemental health plans

The plans will pay a lump-sum cash benefit directly to you after a covered hospital stay, illness or injury. There's no deductible to pay and you can use the money however you want.



Medical expenses

- Deductibles and copayments
- Out-of-network medical treatments
- Uncovered or expensive medications



Lost income



Everyday living expenses

- Mortgage
- Rent
- Childcare expenses

Communications

- On-demand webinars (Highlights, Detailed Overview and Supplemental Health voluntary benefits) available at Haleon Benefits intranet at **US Benefits (sharepoint.com)**
- FAQs
- What's New for 2024 Benefits newsletter
- Annual Benefits Enrollment newsletter
- Annual Benefits Enrollment email reminders
- Haleon Benefits Center at Alight portal
 - ▶ Enrollment tool and comparisons
 - ▶ Summary Plan Descriptions (SPDs)
 - ▶ Summary and Benefits Coverage (SBC)
 - ▶ Legal notices
 - ▶ Employee contributions and COBRA rates
 - ▶ Retirement and Financial Planning resources
 - ▶ Brochures, flyers and more!



Haleon Benefits Center at Alight portal
<http://digital.alight.com/haleon>

Haleon Benefits Center at Alight*

The Alight logo consists of the word "alight" in a lowercase, sans-serif font. The letters are white and are set against a solid black rectangular background.

1-833-762-0474 or 1-669-288-7065 (Int'l)

<http://digital.alight.com/haleon>

- View, enroll or make changes to your 401(k), health, life, disability, legal and supplemental health benefits plans
- View Summary Plan Descriptions (SPDs), brochures, rates, retirement resources and more!
- If you have a qualified life change, contact the Haleon Benefits Center at Alight within 30 days of the event.

Questions? Contact the Haleon Benefits Center at Alight

** Does not include Leave of Absence administration*

US annual benefits enrollment – what to do

Annual benefits enrollment is your opportunity to make changes to your current benefits such as:

- **Review** coverage available elsewhere (such as through your spouse/domestic partner’s plan) in addition to your retirement benefits and beneficiary designations.
- **Add or remove** medical, dental, vision or legal plan coverage.
- **Change** your medical plan (PPO or HDHP).
- **Add** an eligible dependent or drop an ineligible dependent from your benefits.
- **Modify** your Supplemental Employee Life, Spouse/Domestic Partner Life, Child Life, Accidental Death & Dismemberment (AD&D) and long-term disability (LTD) insurance coverage level.
- **Enroll or change** your election for the Health Savings Account (HSA) if you participate in the High-Deductible Health Plan (HDHP) medical option.
- **Elect** to contribute to the Health Care or Dependent Care Reimbursement Account.
- **Enroll** or make changes to your Commuter Benefits at www.healthequity.com or call **1-877-924-3967**.
- **Decide** if any or all of our new Supplemental Health Plans are right for you.
- **Participate** in Voluntary Benefits at www.chvoluntarybenefits.com or <https://www.haleonvoluntarybenefits.com> (coming soon) call **1-855-429-8957**.
- **Review** your beneficiary designations for your life insurance and 401(k) retirement plans.

If you do not enroll, the benefit plans and coverage levels you currently have will remain in effect for 2024, except for Health Care and/or Dependent Care Reimbursement Account contributions. Current contributions will not rollover from 2023 to 2024. If you are currently enrolled in an Aetna medical plan which includes prescription drug, and you do not make any changes, you will be automatically enrolled in the same plan and coverage level with United Healthcare (UHC) which includes prescription drug with our new prescription drug vendor, MedImpact for 2024.

Who to contact

alight

Haleon Benefits Center at Alight

- Enroll or make changes to your 401(k), health, life, disability, legal and supplemental health plans
- View Summary Plan Descriptions, brochures, rates, tools, resources and more!
- If you have a qualified life status change, contact the Benefits Center within 30 days of the event to add or remove your dependent(s).
- <http://digital.alight.com/haleon>
833-762-0474 US
669-288-7065 International

workday

Workday Service Portal

Update your personal information/home address and access payslips, compensation details, W-2, direct deposit account or tax withholding changes, Employment Verification Policy, leave of absence requests, vacation and more.
wd3.myworkday.com/gsknch

servicenow

HR Support Center

For HR or Payroll related inquiries submit a ticket via **Service Now** or chat with a live agent

Service Portal

Health



Medical, Rx drugs, dental, vision



Medical

www.myuhc.com
833-528-2307

Pre-member

www.whyuhc.com/haleon

Supplemental Health
Voluntary Benefits
<https://www.whyuhc.com/haleonsuphealth>
800-444-5854



Dental

metlife.com/mybenefits
800-942-0854



Prescription Drug
www.medimpact.com
844-587-7383
(TTY dial 711)

Plan Reference Code:
HGC01202301

Pre-member

<https://openenrollment.medimpact.com/#/plancode?HGC01202301>



Vision Plan
eyemed.com
866-723-0514

Pre-enrollment: 866-299-1358

Discount Vision Program
eyemed.com
866-723-0391

HealthEquity

healthequity.com

Reimbursement Accounts – Health Care and Dependent Care – enroll at Haleon Benefits Center at Alight
877-924-3967

Health Savings Account (HSA) - if enrolled in HDHP – enroll at Haleon Benefits Center at Alight
866-346-5800

Commuter Benefits – enroll at Health Equity
877-924-3967



Assistance, Other Benefits and Leaves



Assistance and advisory services

alight

Advocacy Services Benefits
Center
AlightHealthPro@alight.com
888-286-8014



Sun Life
Health Navigator powered
by PinnacleCare
Health Advisory
sunlife.com/healthnav
888-352-4969

Optum

Employee Assistance Program
(EAP)
livewell.optum.com
866-248-4096
*Register or enter as a guest using
access code: HALEON*

Substance Use
Treatment Helpline
Available 24/7
855-780-5955

Other benefits



Voluntary Benefits
haleonvoluntarybenefits.com
855-429-8957

*Auto, Home and Pet Insurance, Discount Program - Perk Spot,
Identity Theft Protection, Legal Plan, Long-term Care Insurance*

Short-term disability and leaves of absence



**Report your Short-Term Disability,
Family and Medical Leaves to Lincoln**
mylincolnportal.com
888-982-6575

- First time users must register using Company Code **CONSUMERHEALTH**
- Remember to also request your absence in **Workday**
- Leave inquiries that are unable to be addressed by Lincoln should be directed to Benefits Team-US via a Service Now ticket through the [Service Portal](#)

Financial



Retirement and Financial Planning

alight

401(k) Plan and Financial Resources
<http://digital.alight.com/haleon>

833-762-0474



Executive Supplemental Savings Plan
(ESSP)
newportgroup.com
800-230-3950
704-324-3350 (International)



Click providers' logos
to go to their website

US Contact information

For details on a specific program, contact the administrator directly

| Benefit | Administrator | Phone number | Website |
|---|----------------------------------|---|---|
| <ul style="list-style-type: none"> Enroll or make changes to 401(k), health, life, disability, legal, and supplemental health plans View Summary Plan Descriptions, brochures, rates, tools and resources | Haleon Benefits Center at Alight | 1-833-762-0474 or 1-669-288-7065 (Int'l) | http://digital.alight.com/haleon |
| Medical | UnitedHealthcare | 1-833-528-2307 | To view claims, print id cards, etc: www.myuhc.com Pre-member site: www.whyuhc.com/haleon Virtual Visits: https://www.uhc.com/virtualvisits |
| Prescription drug | MedImpact | 1-844-587-7383 Plan Reference Code: HGC01202301 | www.medimpact.com Pre-member site: https://openenrollment.medimpact.com/#/plancode?HGC01202301 |
| Dental | MetLife Dental | 1-800-942-0854 | www.metlife.com/mybenefits |
| Vision | EyeMed Vision Plan | 1-866-723-0514 | eyemed.com |
| | EyeMed Discount Vision Program | 1-866-723-0391 | eyemed.com |
| | EyeMed LASIK | 1-800-988-4221 | eyemed.com |
| Reimbursement Accounts (Health Care, Dependent Care) and Commuter benefits | HealthEquity | 1-877-924-3967 | https://healthequity.com/ |
| Health Savings Account (HSA) if enrolled in HDHP | | 1-866-346-5800 | |
| <p><i>Commuter benefits enroll at https://healthequity.com/ Reimbursement and HSA enroll at http://digital.alight.com/haleon</i></p> | | | |

US Contact information (continued)

For details on a specific program, contact the administrator directly

| Benefit | Administrator | Phone number | Website |
|--|---|----------------|--|
| <p>Mercer Voluntary benefits</p> <ul style="list-style-type: none"> • Identity theft protection • Auto and home • Legal services* • Pet insurance • Long-term care insurance • PerkSpot discounts <p>*enroll at http://digital.alight.com/haleon</p> | Mercer | 1-855-429-8957 | <p>https://www.chvoluntarybenefits.com or https://www.haleonvoluntarybenefits.com (coming soon)</p> |
| <p>Supplemental Health Voluntary Benefits</p> <ul style="list-style-type: none"> • Hospital Indemnity Protection Plan • Critical Illness Protection Plan • Accident Protection Plan <p>*enroll at http://digital.alight.com/haleon</p> | UnitedHealthcare | 800-444-5854 | <p>https://www.whyuhc.com/haleonsupphealth</p> |
| <p>Health Advisory Services</p> | Health Navigator, powered by PinnacleCare | 888-352-4969 | <p>sunlife.com/healthnav</p> |
| <p>Advocacy Services</p> | Alight | 1-888-286-8014 | <p>Email your Health Pro at AlightHealthPro@alight.com</p> |
| <p>Employee Assistance Program (EAP)</p> | Optum | 1-866-248-4096 | <p>Livewell.optum.com</p> <p>(Register or log in as a guest using access code: HALEON)</p> |
| <p>Short-term disability and Leaves</p> | Lincoln Financial Group | 1-888-982-6575 | <p>mylincolnportal.com</p> <p>Remember to report your leave to Lincoln Financial Group and in Workday. First time users must register using Company Code CONSUMERHEALTH at the Lincoln portal</p> |

Important note

The information in this presentation is intended to provide you with an overview of some of the features and components of the benefits programs and policies sponsored by the Company. Every effort has been made to ensure the accuracy of the contents. However, in the unlikely event of a discrepancy between the various plan summaries in this presentation and the provisions of the actual plan documents governing all aspects of these plans, the language and the provisions of the actual plan documents will prevail. Your employment at the Company is an “at will” arrangement—nothing in this presentation should be construed as a contract of employment. The Company reserves the right to amend or terminate its policies and/or benefit plans and programs at any time, with or without notice.

Please note that your participation in the supplemental health benefits is completely voluntary. HALEON does not endorse the supplemental health benefits and HALEON receives no consideration, in the form of cash or otherwise, in relation to the program. HALEON will not contribute to the premiums or other costs related to your participation in the program. HALEON’s sole function is permitting UnitedHealthcare to offer the program to you and collecting premiums through payroll deductions and remitting the premiums to the insurer.

The HALEON logo is displayed in a bold, black, sans-serif font. The letter 'E' is stylized with three horizontal bars. The logo is positioned in the upper right area of the slide, set against a solid green background. To the left of the logo, a vertical decorative element consists of a series of horizontal black bars of varying lengths, creating a barcode-like effect that runs down the right side of the slide.

HALEON