

2025 US annual benefits enrollment highlights



HALEON

Annual benefits enrollment

Annual benefits enrollment: **October 23, 2024–November 13, 2024**
for coverage effective January 1, 2025

- As the world's first truly global standalone consumer health company, Haleon is dedicated to delivering better everyday health.
- Offering flexible health and well-being benefits is the right thing to do.
- We regularly review our benefits against other employers in our industry to deliver a program that meets your needs.
- Having a comprehensive benefits program—together with a competitive base salary and annual bonus—is an important component of your Total Reward package.
- For 2025, we encourage you to review your benefits. This is your annual 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.

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 2025?

Your medical and dental costs



- Your contribution for medical and prescription drug coverage in the PPO Plan will increase, in line with healthcare inflation. Your contribution for the High Deductible Health Plan (HDHP) will stay the same.
- Your dental plan costs will increase by 5% to 10%.

Medical



- There are increases to PPO in-network deductibles, but HDHP in-network deductibles will decrease.
- We are expanding fertility benefits via UnitedHealthcare and offering a new pilot program with Maven for family building and menopause support.
- We are improving hearing aid benefits.

Prescription drugs

- We are increasing coinsurance/copay amounts for more costly Non-Preferred Brand name drugs.
- We are adding a specialty drug advocacy service through Paydhealth to help you and Haleon save on costly specialty drugs—oral, biological, and injectable medications often used to treat complex and lifelong conditions.

Even with these changes to costs and plan design, Haleon's healthcare benefits program remains above benchmark in both total plan value and contributions.

What's new for 2025?

Voluntary benefits

- We are improving the Legal Plan to include four hours of attorney services in addition to reproductive legal services, at an increased fee of \$.05 per semi-monthly pay period.

Flexible Spending Accounts

- The Health Care and Dependent Care Reimbursement Accounts will now be called the Health Care Flexible Spending Account (HCFSA) and the Dependent Care Flexible Spending Account (DCFSA).

Vision

- You will pay less for vision plan coverage in 2025.
- There are no changes to vision plan benefit providers or plan design, except: reimbursement for frames received from out-of-network providers is improved: the benefit will increase from \$55 to \$83 starting in 2025.

2025 healthcare costs

Your costs



- HALEON self-insures our medical and prescription drug benefits, which means that we pay the actual healthcare claims costs as well as an administrative fee to the vendor for processing claims.
- In 2025, we expect to spend \$51 million on medical and prescription drug benefits. Despite plan design and cost increases, HALEON continues to subsidize the majority of costs—approximately 87% of total healthcare spend.
- Due to inflation and rising medical and prescription drug costs, healthcare costs will increase next year.
- Most employees enrolled in a PPO plan will see an increase of \$72 per year for employee only coverage (+\$3.00 per semi-monthly pay period) and \$300 per year for family coverage (+ \$12.50 per semi-monthly pay period).
- **Employees enrolled in the HDHP will not see any increases in 2025.**
- To view your 2025 benefit costs, visit the HALEON Benefits Center portal at Alight

2025 medical plan

Medical



- The individual PPO in-network deductible will increase from \$300 to \$500; the family in-network deductible will increase from \$750 to \$1,000.
- The individual HDHP in-network deductible will decrease from \$2,000 to \$1,800; the family in-network deductible will decrease from \$4,000 to \$3,600.
- We are removing the infertility diagnosis requirement to receive fertility benefits. This means treatment can start sooner and expands access to in vitro fertilization (IVF) treatment.
- We are adding coverage for elective egg freezing and sperm storage for up to one year
- We are expanding coverage to include over-the-counter hearing aids

2025 medical plan

HDHP with Health Savings Account (HSA)



- Consider the HDHP with Health Savings Account (HSA). You can use the funds in your HSA to pay for qualified healthcare expenses now or later in life, such as at retirement
- Haleon contributes to your HSA when you enroll in the HDHP: \$750 for individuals and \$1,500 for families
- For 2025, you can contribute up to \$4,300 for employee-only coverage or \$8,550 for family coverage (this includes Haleon's contribution). And, if you are age 55 and older, you can contribute an additional \$1,000 toward your HSA
- The money in your HSA carries over from year to year
- The HSA is portable: it's yours even if you leave Haleon, change medical plans, move, or change your marital status
- Your contributions are tax-free, your investment earnings are tax-free, and your withdrawals are tax-free
- At age 65, you can withdraw funds for any expense, subject to ordinary income tax

2025 medical plan: Choosing between the PPO and HDHP

Medical



Which medical plan option is right for you? It can sometimes be hard to know which plan will best meet your needs in the year ahead. Generally speaking, the PPO plan may be better suited to someone with higher healthcare needs who is willing to pay more out of their paycheck in exchange for lower deductibles and out-of-pocket maximum amounts than the HDHP plan. However, if you typically experience lower healthcare expenses or want medical coverage at a lower premium, you may want to consider the HDHP plan.

Here's how two representative Haleon employees made their decisions:

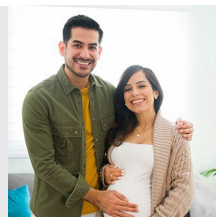
Meet Amber

Amber is just starting out in her career. She's healthy and only goes to the doctor once a year for her annual checkup. She's trying to save for a house, so the lower contributions for the HDHP Plan make that option very attractive to her. Plus, Haleon will contribute \$750 to her Health Savings Account each year! Since she rarely has health care expenses, she decides to enroll in the HDHP Plan. The lower contributions fit her budget, and she expects to accumulate savings in her Health Savings Account for years to come.



Meet Diego

Diego and his wife are expecting their first baby next spring. He's not sure how much healthcare his wife and newborn baby might need, so the higher deductible in the HDHP Plan concerns him. He decides to enroll in the PPO Plan. He can absorb the higher contribution, and with so many unknown costs, the lower deductible and out-of-pocket maximum will provide added protection and peace of mind.



2025 medical plan

Fertility Solutions Plus Maven (via partnership with UHC)



- New, US pilot program provides 24/7 virtual guidance for your family-building and menopause/midlife health journey.
- Maven is the world's largest virtual clinic for women and families that provides personalized, around-the-clock support for its members
- Available at no cost to you and your eligible dependents enrolled in the UHC PPO or HDHP.
- This virtual support augments the clinical support you receive through UHC.
- Maven provides you access to:
 - ▶ Video appointments and messaging with specialists
 - ▶ A dedicated Care Advocate
 - ▶ Expert clinical guidance from a fertility nurse
 - ▶ Trustworthy resources, including vetted articles, provider-led classes and online communities

2025 medical plan

Fertility Solutions Plus Maven (via partnership with UHC)



- Family-building support includes helping you:
 - ▶ Navigate fertility treatment options (IUI, IVF, egg freezing, sperm storage)
 - ▶ Choose an adoption or surrogacy agency
 - ▶ Find mental health support while trying to conceive
 - ▶ Work with a fertility nurse for clinical guidance during treatments
 - ▶ And more
- Maven fulfills a need long missing from traditional healthcare plans: better support for menopause and midlife health:
 - ▶ Helps women and men navigate hormone replacement therapy (HRT);
 - ▶ Helps to better address personal, professional, physical and emotional needs unique to midlife health; and
 - ▶ Offers male-specific support addressing male factor infertility, mental health and parenting guidance.

What to do: medical

Medical



- Read more about the 2025 benefits in your What's New and Annual Enrollment newsletters, the FAQs, and the Maven flyer available at Haleon Benefits Center portal at Alight at <http://digital.alight.com/haleon> during annual enrollment.

Consider your healthcare needs for 2025:

- ▶ Does the PPO plan best meets your needs? or
- ▶ Do the advantages of the HDHP—including the opportunity to save for future healthcare costs on a tax-free basis with an HSA—offer a better healthcare solution for you and your family?
- Review medical plan details by visiting the Haleon Benefits Center portal at Alight <http://digital.alight.com/haleon> during annual enrollment. While you're there, use the health plan comparison tool and medical expense estimator tool to help you decide which plan is best for you.
 - View the Health Savings Account (HSA): Harness the power of an HSA with and HDHP Medical Plan
- Additional resources available at the **Haleon Benefits** intranet at [Benefits - Home \(sharepoint.com\)](#).

2025 prescription drug coverage

Prescription drug

- Changes in some co-insurance and co-pay amounts (primarily to Non-Preferred Brand name drugs) are meant to further encourage you to choose lower-cost medications and use prescription drug mail order services, as appropriate.
- New: specialty drug advocacy program administered by Paydhealth.
 - ▶ Maximizes available manufacturer's drug coupons and provides access to funding programs that save money on expensive specialty drugs (biological, oral and injectable medications for complex and often lifelong conditions) for you and Haleon.

2025 prescription drug coverage

	PPO Plan	HDHP
Acute medications (up to a 34-day retail supply)		
Generic drugs	10% (\$5 min/\$75 max)	10% after ded. (\$5 min/\$75 max)
Preferred Brand name drugs	10% (\$5 min/\$75 max)	10% after ded. (\$5 min/\$75 max)
Non-Preferred Brand name drugs	20% (\$25 min/\$135 max)	20% after ded.(\$25 min/\$135 max)
Maintenance medications (up to a 3-month retail supply)		
Generic drugs	10% (\$5 min/\$75 max)	10% after ded. (\$5 min/\$75 max)
Preferred Brand name drugs (fills 1 and 2)	10% (\$5 min/\$75 max)*	10% after ded. (\$5 min/\$75 max)*
Non-Preferred Brand name drugs (fills 1 and 2)	20% (\$25 min/\$135 max)**	20% after ded.(\$25 min/\$135 max)**
Maintenance medications (up to a 3-month mail order supply)		
Generic drugs	10% (\$5 min/\$75 max)	10% after ded. (\$5 min/\$75 max)
Preferred Brand name drugs	10% (\$10 min/\$100 max)	10% after ded.(\$10 min/\$100 max)
Non-Preferred Brand name drugs	20% (\$50 min/\$200 max)	20% after ded.(\$50 min/\$200 max)
Specialty medications (up to a 31-day supply)		
Generic, Preferred Brand, and Non-Preferred Brand name drugs	10% (\$5 min/\$75 max)	10% after ded. (\$5 min/\$75 max)
Is there a separate out-of-pocket maximum for prescription drugs?		
After the annual out of pocket maximum is met, eligible expenses will be covered 100% for the remainder of the calendar year.	Yes \$1,500 individual/\$3,000 family	No Combined with medical

* For fills greater than two, your cost-share will be 10% co-insurance with a \$20 minimum/\$90 maximum.

** For fills greater than two, your cost-share will be 20% co-insurance with a \$35 minimum/\$150 maximum.

If you choose the HDHP, you must meet your HDHP deductible before the plan pays for prescription drugs.
You'll pay the full cost of prescription drugs until you meet the deductible. After the deductible is met, coinsurance applies until the out-of-pocket maximum is satisfied.

What to do: prescription drug

Prescription drug

- Save by using generic drugs and choosing Preferred Brand drugs (branded medications for which no generic equivalent is available) over Non-Preferred Brand drugs.
- If you are eligible for specialty drug advocacy services, Paydhealth will contact you prior to January 1 (new members and/or new specialty drug members in 2025) to obtain additional information. Information collected may include demographics, condition, dosage, household financial information – all of which may vary by funding source – to determine your eligibility. All information is strictly confidential and not shared with Haleon.
- The process to qualify is 30-60 days. If you or your dependent(s) do not qualify, you will revert to the standard specialty drug channels.
- If you or your dependent(s) are eligible for specialty drug advocacy services, you must engage and participate with Paydhealth to maintain coverage for your specialty drug benefits.
- The specialty drug advocacy services program provides the opportunity for up to 100% coverage through alternate funding sources.

Communications

Find more information at Haleon Benefits Center portal at Alight at <http://digital.alight.com/haleon> during annual enrollment. View the Plan Information Resources page for information during the year:

- FAQs
 - What's New for 2025 Benefits newsletter
 - Annual Benefits Enrollment newsletter
 - Maven benefits flyer
 - 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!
- Additional resources at Haleon Benefits intranet at [Benefits - Home \(sharepoint.com\)](http://sharepoint.com).



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

Haleon Benefits Center at Alight*

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 Flexible Spending 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 the Supplemental Health Plans are right for you.
- **Participate** in Voluntary Benefits through Mercer Voluntary Benefits at <https://www.haleonvoluntarybenefits.com> or call **1-855-429-8957** anytime. You can enroll or unenroll in the Legal Plan during annual enrollment or enroll within 30 days of your date of hire. You can enroll in the other benefits year round.
- **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 2025, except for Health Care and/or Dependent Care Flexible Spending Account contributions. Current contributions will not roll over from 2024 to 2025.

US contact information

Who to contact

alight

Haleon Benefits Center at Alight

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

digital.alight.com/haleon

833-762-0474 US or
666-288-7065 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

servicenow

my.servicenow.com/gsknch

HR Support Center

Submit a ticket or chat with a live agent

Service Portal

Health



Medical
myuhc.com
1-833-528-2307

Pre-member
www.whyuhc.com/haleon



Prescription Drug
www.medimpact.com
1-844-587-7383

Pre-member
<https://openenrollment.medimpact.com>
(Plan Reference Code: HGC01202301)



Paydhealth—Specialty Drug Advocacy Program
1-877-422-1776



Vision Plan
www.eyemed.com
1-866-723-0514
Pre-enrollment: 1-866-299-1358

Discount Vision Program
www.eyemed.com
1-866-723-0391



Dental
www.metlife.com/mybenefits
1-800-942-0854

HealthEquity www.healthequity.com

Flexible Spending Accounts (FSA) – Health Care and Dependent Care
Enroll at the Haleon Benefits Center at Alight
1-877-924-3967

Health Savings Account (HSA) – if enrolled in HDHP
Enroll at the Haleon Benefits Center at Alight
1-866-346-5800

Commuter Benefits – Enroll at HealthEquity
1-877-924-3967

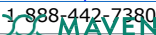
Assistance and advisory services

alight

Advocacy Services Benefits Center
AlightHealthPro@alight.com



Health Navigator powered by PinnacleCare
sunlife.com/healthnav



mavenclinic.com/join/

Optum

As of publication date, info is accurate

Employee Assistance Program (EAP)
www.liveandworkwell.com
1-866-248-4096

Register or enter as a guest using access code: HALEON

Substance Use Treatment Helpline
Available 24/7
1-855-780-5955

Other benefits



Voluntary benefits
haleonvoluntarybenefits.com
1-855-429-8957

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



Supplemental health benefits

www.myuhcfc.com
(Haleon Group ID: 390161)
1-855-429-8957

Hospital Indemnity Protection Insurance, Critical Illness Protection Insurance, Accident Insurance

Short-term disability and leaves of absence



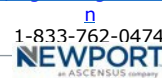
Report your short-term disability, family and medical leaves to Lincoln
www.mylincolnportal.com
1-888-982-6575

- 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

alight

401(k) Plan and financial resources
<https://digital.alight.com/haleon>



Executive Supplemental Savings Plan (ESSP)
newportgroup.com
1-800-230-3950
1-704-944-7400
(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
Specialty Drug Advocacy Program	Paydhealth	1-877-422-1776	N/A
Dental	MetLife Dental	1-800-942-0854	www.metlife.com/mybenefits
Vision	EyeMed Vision Plan	1-866-723-0514	eyemed.com
	EyeMed Discount Vision Plan	1-866-723-0391	eyemed.com
	EyeMed LASIK	1-800-988-4221	eyemed.com
Flexible Spending Accounts (FSA) (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	
Commuter benefits enroll at https://healthequity.com/ FSA and HSA enroll at http://digital.alight.com/haleon			

US contact information (continued)

For details on a specific program, contact the administrator directly

Benefit	Administrator	Phone number	Website
Mercer Voluntary benefits <ul style="list-style-type: none">– Identity theft protection– Auto and home– Legal services*– Pet insurance– Long-term care insurance– PerkSpot discounts	Mercer	1-855-429-8957	https://www.haleonvoluntarybenefits.com
Supplemental Health Voluntary Benefits <ul style="list-style-type: none">– Hospital Indemnity Protection Plan– Critical Illness Protection Plan– Accident Protection Plan	UnitedHealthcare	800-444-5854	https://www.whyuhc.com/haleonsupphealth
Health Advisory Services	Health Navigator, powered by PinnacleCare	888-352-4969	sunlife.com/healthnav
Advocacy Services	Alight	1-888-286-8014	Email your Health Pro at AlightHealthPro@alight.com
Family building and menopause support	Maven	N/A	mavenclinic.com/join/getsupport
Employee Assistance Program (EAP) <i>(as of the publication date, information is accurate)</i>	Optum	1-866-248-4096	Livewell.optum.com (Register or log in as a guest using access code: HALEON)
Short-term disability and Leaves	Lincoln Financial Group	1-888-982-6575	mylincolnportal.com 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

*enroll at <http://digital.alight.com/haleon>

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 typeface. The letter 'E' is stylized with three horizontal bars. The logo is positioned in the upper right area of the slide, set against a white background that is part of a larger blue rectangular field.

HALEON