



Welcome to 2026 Annual Benefits Enrollment

A message from Rachel Winoski, AXA XL Chief Human Resources Officer, Americas

Dear colleagues and families,

As we prepare for 2026, I'm proud to share that our benefits program continues to be recognized as one of the best in the industry, thanks to your feedback and our ongoing commitment to excellence. Our award-winning benefits reflect our dedication to supporting you and your families, ensuring you have access to comprehensive, inclusive, and flexible resources that meet your needs today and into the future.

In the following pages, you'll notice that our benefits for 2026 largely remain the same. Annual Benefits Enrollment is upon us and I encourage you to see it as an opportunity to reflect: How have you changed over the last year? Did you get a promotion? Have you welcomed a family member? Did you update your financial plan? Our benefits program is designed to tick many of the boxes you may have in life. Take a moment to pressure-test the benefits you have today against your needs for tomorrow.

We remain committed to supporting our colleagues and offering peace of mind that you and your family are covered when it matters most.

Sincerely,

A handwritten signature in black ink that reads "Rachel".

Rachel Winoski
AXA XL CHRO, Americas

New and notable for 2026

Our core health and insurance benefits are remaining the same as 2025. Here is an overview of what's new for 2026. For complete information, go to the Annual Benefits Enrollment page on myAXAXLBenefits.com.

New contribution approach for medical plans

We're expanding our current contribution structure to three bands, instead of two, to align our approach to our peers and also ensure we're factoring in AXA XL's rigorous approach to compensation. Our new contribution structure amplifies our commitment to equity, ensuring that all AXA XL colleagues have access to our robust medical plan, no matter what they earn or what their role is.

Updates to dental and vision plan contributions

- **Dental:** Our two dental plan options remain comprehensive and with the same design for 2026. Contributions for the Premium option will increase by \$1 – \$5 dollars per paycheck, while the Basic option contributions will increase by \$0 – \$2 dollars per paycheck.
- **Vision:** For vision, contributions will increase approximately \$1 depending on the plan and coverage level you choose.

Even more cost-effective access to virtual care

Starting in 2026, when you enroll in one of the AXA XL OAP HSA plans, you may use MDLIVE and pay 20% coinsurance for any visit, regardless of whether you've met your deductible yet. This makes on-the-go access to general medicine and mental health advice and treatment for non-urgent healthcare needs even more accessible and affordable to you. Keep in mind that you can use your Health Savings Account to cover the cost of MDLIVE visits!

Increases to savings and spending account limits

According to updated IRS maximum limits, the maximum contributions you may make to a Health Savings Account (HSA) and/or a Flexible Spending Account (FSA) are as follows:

- **Health Savings Account:** Up to \$4,400 for colleague-only coverage, and up to \$8,750 when covering dependents, in one of the OAP HSA plans. The catch-up contribution limit remains at \$1,000. Keep in mind that AXA XL's contribution to your account counts toward the IRS maximum.
- **Health Care and Limited Purpose FSA:** Up to \$3,300 and you may carry over up to \$660 of your 2025 balance to the next plan year.
- **Dependent Day Care FSA:** For the first time in many years, the contribution limit is increasing — up to \$7,500 for individuals and married couples filing jointly, or up to \$3,750 for couples filing taxes separately.

New! Identity theft protection

We're enhancing our overall benefits package to include identity theft protection, so you benefit from group rates to protect what matters most.

Hear it from a colleague like you

Take it from an AXA XL colleague: Our benefits can help you through it all. While we've won many awards for our comprehensive benefits, what our colleagues think is what counts.

Here are a few quotes we've received recently:

"The benefits at AXA XL are excellent."



"When I first had my daughter, I needed more care for her. Thanks to AXA XL's partnership with our medical plan partner, I was able to work with some of the best pediatricians and specialists in the area."



"The benefits package, including the very generous 401(k) match, as well as paid time off, is a major reason I made the move to AXA XL."



Consider your options for 2026

Here's an overview of the benefit options you may choose in 2026 with considerations as you're preparing to enroll. Keep in mind that you may elect pet insurance and the commuter benefit or change your HSA contribution at any time during the year.

Benefit	Options	Considerations
Medical 	• OAP • OAP HSA 1 • OAP HSA 2	• Do you expect to need more or less care next year? • Are you moving from individual coverage to covering dependents and want to take another look at your options? • Do you like the idea of having a tax-advantaged Health Savings Account that you and AXA XL contribute to?
Supplemental health 	• Critical illness • Accidental injury • Hospital care	• Are you active or have a child who plays sports? • Do you expect to have a hospital stay next year, such as for labor and delivery?
Dental 	• Basic • Premium	• Based on your known needs, do you expect to need orthodontia, implants or a lot of dental care in 2026?
Flexible Spending Account 	• Health Care (with OAP or waive coverage) • Limited Purpose (with one of the OAP HSA plans) • Dependent Day Care	• Do you expect to have a certain amount of health care expenses and like the idea of using pre-tax dollars for them? • Are you expecting to need child or elder care in 2026?
Life and AD&D insurance 	• Supplemental life for you and your dependents • Supplemental AD&D for you and your dependents	• Would having additional income protection provide peace of mind?
Identity theft protection 	• Individual • Family	• Would having constant monitoring of your sensitive account information help with your “mental load”?
Legal plan 	• Individual • Family	• Do you anticipate needing legal help in the next year for circumstances like developing a will or buying a house?

Answer your questions with more details

As you're contemplating these questions, dig into myAXAXLBenefits.com to learn more, such as taking a look at the Dental page to compare plan option features and reviewing all of our medical plan options side by side on the Medical and prescription drug page.

Your enrollment steps

Follow these steps to be set up for success during Annual Benefits Enrollment.

1

Think about how AXA XL's benefits can support you and your family, if applicable.

- **Visit the Annual Benefits Enrollment page** on myAXAXLBenefits.com to see what's new for 2026.
- **Reflect on the past year and consider any future health needs.** Whatever your current circumstances and future plans are, reflect on how AXA XL's benefits might be able to support you best in the coming year.

2

Do your homework.

- **Brush up on your benefits knowledge.** Get familiar with common medical plan terminology and how our medical plans work by exploring the Health care navigation and support page on myAXAXLBenefits.com.
- **Check to see if your preferred doctors are in-network.** You can check if your provider is in-network by visiting axaxl-quantum.com or calling Quantum Health at **844-460-2821**.
- **Review our resources.** Explore the benefits portal at myAXAXLBenefits.com to find all the ways AXA XL supports your wellbeing. Start with the How can we help page for ideas.

3

Enroll between October 27 and November 7.

- **Starting on October 27, you'll select the majority of your benefits through myHR** via Essential Links on ONE, the AXA XL intranet. Group Variable Universal Life (GVUL) and Supplemental Dependent Life elections will be made directly on the MetLife platform, which can be accessed via the link on the myHR enrollment page while making your other benefit elections.
- **See the "U.S. Benefits Enrollment myHR Guide" reference guide** on myAXAXLBenefits.com for help with myHR.
- **If you do not elect or change your coverage between October 27 and November 7, 2025, your 2025 elections will carry over into 2026 with the exception of your Flexible Spending Account (FSA) elections,** which do not carry over from year to year and must be re-elected annually.
- **Don't forget to review your beneficiary elections** for your life insurance and your savings plan. While they can be changed at any time, ensure that your beneficiaries and their contact information is accurate and up to date.

Have benefits questions?

Check out our NEW HR Chatbot to help answer your routine questions on benefits! Available through <https://aichatbot.axaxl-cloud.com/>.



Flex our benefits to you

There's only so much time left in 2025 to get the absolute most out of our benefits program. Consider these ideas for flexing our benefits to you so you can finish the year on a high note.



Get free preventive care, like your flu vaccination: In-network preventive care — like well exams and flu vaccinations — is free in any AXA XL medical plan. Get that appointment on the calendar before the year is out!



Maximize that 401(k) match before the year is out: Through the Employee Savings Plan, AXA XL will match 200% of your pre-tax and/or Roth 401(k) contributions combined, up to 5% of your eligible compensation. Have you contributed enough to maximize it? Go to www.benefits.ml.com to make changes.



Juggling a lot? Access our support to help: You have someone to talk to through the Employee Assistance Program (EAP) (for all colleagues) and MDLIVE's behavioral health network for virtual care.



Get the most out of your paycheck: Our resources like our fitness reimbursement and employee discount program can help you cover the cost of things you want and need.



Life hack help is here: If you need a break from the mental load of life, explore the life hack help through the EAP. Find childcare providers, handymen, on-demand legal help, and referrals to anyone who can help you out with your everyday needs at no cost to you.



Exchange your awards for gift cards: Through the Staying Well Program, you and your medical plan-enrolled spouse/domestic partner can each earn up to \$450 in awards. Exchange your awards for gift cards — the holidays are coming and this can help take the guesswork out of giving!



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Annual Benefits Enrollment is coming soon.

Explore inside for:

- New and notable for 2026
- Your 2026 options
- Your enrollment steps

Flex our benefits to you — starting today!

/ Same great benefits. Time for you to choose.

Annual Benefits Enrollment is October 27 through November 7, 2025.

Look inside for information about your 2026 benefits and tips for getting the most out of them — today and tomorrow.

