



AXA XL
Human Resources — Benefits
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Important!

Annual Benefits Enrollment starts
October 26, 2026 and you must enroll
to have coverage in 2027.

See inside for:

- New and notable for 2027
- Benefits that fit your life
- Your enrollment checklist
- Support for today and tomorrow

A woman with long brown hair, wearing a black coat and bright red pants, is running up a set of concrete stairs. She is looking back over her shoulder with a determined expression. The background is a plain, light-colored wall.

 Get ready!
You must enroll
to have benefits
in 2027!

This year's Annual Benefits Enrollment is an active enrollment. Your current coverage for medical and prescription drug, dental, vision, Health Savings Account (HSA) and Flexible Spending Accounts (FSAs) will NOT carry over to 2027 unless you re-select these benefits during the October 26 – November 6, 2026 Annual Benefits Enrollment window.

Look inside to see what's changing, consider your options, and choose the benefits that will best fit your needs.



Welcome to 2027 Annual Benefits Enrollment

A message from Lucy Pilko, AXA XL Chief Executive Officer, Americas

Dear colleagues and families,

Your health, financial security, and overall well-being matter deeply to us. We're proud to offer an award-winning benefits program on which you can rely.

For 2027, we're making thoughtful updates to our benefits to remain competitive while continuing to provide the coverage and support our colleagues value most.

Because this is an active enrollment year, you must take action if you want AXA XL benefits in 2027. I encourage you to review what's changing, consider all your coverage options, and think about the benefits that will work best for you and your family in the year ahead.

We remain committed to providing a supportive benefits experience that helps you and your family feel covered and protected.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lucy Pilko', with a long horizontal flourish extending to the right.

Lucy Pilko
CEO Americas, AXA XL

New and notable for 2027

For 2027, our benefits will continue to protect what matters most—your well-being and ability to thrive. We're introducing just a few changes for 2027, and we're asking you to be intentional when it comes to enrolling in AXA XL benefits coverage this year.

Medical plan options and contribution updates

Medical contributions will increase in 2027 to help support the continued sustainability of our plans. The increases depend on the plan you choose, your base salary, and whom you cover. We will continue to offer the same comprehensive medical plans, with the same services, provider options, and free in-network preventive care.

Dental and vision plan options and contribution updates

Our dental plan options will remain the same for 2027, and contributions for both will increase depending on the plan you choose and whom you cover. Vision coverage will remain unchanged, with two MetLife VSP plan options available and no increase in the cost of coverage.

Basic Life and AD&D benefit update

We regularly review our benefits to ensure we're investing in the programs that provide the greatest value to our colleagues and align to market. As such, we're changing the Company-provided Basic Life and AD&D benefit to equal 1.5x your annual base salary, from 3x your annual base salary currently. Supplemental GVUL and supplemental AD&D coverage options will continue to be available, and colleagues will have a one-time opportunity to increase supplemental employee GVUL coverage during Annual Benefits Enrollment (up to 1.5x annual base salary guaranteed issue, not to exceed the Plan maximum of \$3 million) without providing Evidence of Insurability. Look for more information from MetLife regarding the benefit and enrollment.

New ways to connect to quality care

AXA XL is introducing Carrum Centers of Excellence (COE), a new network that connects colleagues to top-tier providers for joint, spine, bariatric, cancer, and other specialty procedures. For musculoskeletal and bariatric procedures, use of the Carrum COE will be required to receive coverage under an AXA XL medical plan.

Prescription drug coverage will be offered through Express Scripts

Our prescription drug coverage will move from CVS to Express Scripts. You will receive more information to help you use your Express Scripts benefits starting in 2027, including their broad national pharmacy network details, ID cards, and any steps you may need to take. Archimedes will continue to manage specialty medication and Express Scripts will dispense those medications.

New weight management and nutrition support program

We're expanding our partnership with Teladoc to offer a well-rounded, holistic weight management program to support your goals. With the new program, colleagues enrolled in an AXA XL medical plan will gain access to nutritional and lifestyle support, coaches to help motivate you, and access to GLP-1 weight management drugs like Zepbound. It is important to note that you will only receive coverage for GLP-1s specific to weight management through the AXA XL medical plan when you use the Teladoc program.

New combined \$500 Fitness/Wellness incentive

For 2027, AXA XL will combine the Staying Well and online well-being reimbursement incentives into a single wellness award of up to \$500 per colleague per year, granting you new flexibility in how you choose to earn your rewards. Covered dependent spouses/partners will no longer be eligible for the Staying Well incentive under this new combined offering.

Increases to savings and spending account limits

The IRS is increasing the amount you may contribute to these tax-advantaged accounts in 2027:

- **Health Savings Account (HSA):** Contribute up to \$4,500 for colleague-only coverage in an OAP HSA plans, or up to \$9,000 if you cover dependents. The catch-up contribution limit remains at \$1,000. Keep in mind that AXA XL's contribution to your account counts toward the IRS annual limit.
- **Flexible Spending Accounts (FSAs):** Contribute up to \$3,400 for the Health Care FSA and Limited Purpose FSA. You may carry over up to \$680 of unused balance. The Dependent Day Care FSA limit will stay the same (\$7,500 for married couples filing jointly; \$3,750 for couples filing separately).

FSA and commuter benefit accounts will be available through Bank of America

Beginning in 2027, FSA and commuter benefit administration will move from Inspira Financial to Bank of America—where AXA XL's HSA and 401(k) accounts are already managed—to create a more convenient experience for you. Additional information will be shared by Bank of America.

Supplemental health plan enhancements

AXA XL will enhance its supplemental health plans for 2027. Critical Illness guaranteed issue amounts will increase, and the Hospital Care plan will be enhanced with new ICU admission and inpatient rehabilitation benefits, as well as an increased newborn confinement benefit. There is no increase to what you pay for coverage.

See all your benefit options

Explore all of AXA XL's benefits on myAXAXLBenefits.com before you enroll. View the 2027 Annual Benefits Enrollment page for links and resources to help you choose wisely.

Benefits that fit your life

Choosing the right benefits matters to your health and your wallet. Use these hypothetical scenarios to help you think through which benefits may be right for you.



Meet Avery

Avery is just starting out, doesn't need much medical care, and wants to keep paycheck contributions low. An HSA medical plan may be a smart choice, since in-network preventive care is free and AXA XL will contribute to Avery's HSA in 2027 to help cover the cost of any sick visits or prescription drug fills: \$500 for individual coverage or \$1,000 if covering dependents.



Meet Taylor

Taylor's kids no longer need braces, so it makes sense to review AXA XL's dental options. With both plans offering free in-network preventive cleanings twice per year and similar coverage for basic and major services, the Basic plan may be a better choice if Taylor's family expects to use less dental care next year.



Meet Morgan

Morgan is weighing coverage for the whole family and deciding whether to cover everyone through AXA XL or split coverage with a spouse's plan. With this year's active enrollment, it's a good time for Morgan's family to consider all their options.



Meet Mike

Mike wants added peace of mind in case of a major medical event. The supplemental health plans provide lump-sum payments for unexpected expenses and the new enhancements may make them worth a closer look for 2027.



Meet Casey

Casey is wondering if extra coverage might make sense after the update to Basic Life insurance. Enrolling in supplemental Group Variable Universal Life (GVUL) insurance and/or supplemental AD&D coverage during Annual Benefits Enrollment is a simple way to add another layer of financial protection.

Learn more

For more information about these benefits and all the options available to you, visit myAXAXLBenefits.com.



Your enrollment checklist

Activate your 2027 benefits

Now's the time to take a closer look at all the benefits we offer and be intentional about the coverage you choose for yourself and your family. Follow these steps to review your options and enroll:

- ✓ **LEARN** about your benefit options at myAXAXLBenefits.com. Be sure to visit the **Annual Benefits Enrollment** page for more information about what's changing for 2027 and what you need to do to make sure you have coverage for 2027.
- ✓ **USE** the decision support resources at myAXAXLBenefits.com to help you make informed benefit choices.
- ✓ **MAKE** sure your dependent information is correct and all your dependents are still eligible.
- ✓ **REVIEW** your beneficiary information and make updates as needed.
- ✓ **COMPLETE** your benefits enrollment by **November 6, 2026**, if you want coverage in 2027:
 - For Employee and Dependent Group Variable Universal Life (GVUL) **only**: through the MetLife platform at mybenefits.metlife.com
 - For **all other** benefits: via myHR on Essential Links on ONE, AXA XL's company intranet



Benefit questions?

Use our HR Chatbot to get answers to your routine questions about benefits! Get started at <https://aichatbot.axaxl-cloud.com/>.

Email RMBenefitsAdministration@axaxl.com



Important!

You must elect your medical and prescription drug, dental, vision, HSA and FSA benefits between October 26 and November 6, 2026, if you want coverage for next year. These benefits **will not roll over to 2027.**

Support for today and tomorrow

Use these benefits to help you feel your best now and strengthen your financial security for the future. For more details, visit myAXAHLBenefits.com.

Support now

 Take care of your emotional health	 Keep up with preventive care	 Get help with physical recovery and mobility
The Employee Assistance Program offers you and your household up to five free counseling sessions per issue each year. AXA XL medical plan members can also access resources, coaching, and virtual or in-person support through MD Live and Talkspace.	Preventive care, including annual checkups and routine screenings, is covered at no cost when you use in-network providers. It's a simple way to help stay ahead of potential health issues and make the most of your medical plan benefits.	If you're dealing with pain, injury, or limited mobility, Sword offers free virtual physical therapy support to help you stay active and recover with confidence.

Support ahead

 Prepare for bigger health costs	 Make the most of your 401(k) match	 Plan for your financial future
If you enroll in an HSA medical plan, AXA XL will contribute to your Health Savings Account (HSA), and you can too. It's a smart way to build tax-free savings for future health expenses and reduce what you pay out of pocket later.	AXA XL's Employee Savings Plan through Merrill is a powerful savings tool. You can contribute pre-tax, Roth and after-tax dollars, and AXA XL will match 200% of your <u>pre-tax and/or Roth contributions combined</u> , up to 5% of your eligible pay.	A little knowledge can go a long way when it comes to saving and investing. Visit benefits.ml.com for personalized support, financial insights, planning tools, and learning resources through Merrill.