



AXA XL
Human Resources — Benefits
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- New and notable for 2025
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- Have you taken advantage of your 2024 benefits?
- See your benefits in action

It's almost time to choose.

Annual Benefits Enrollment is October 28 — November 8, 2024.

Look inside to find what's new and notable for 2025, resources for making an informed decision, and an overview of how AXA XL's many benefits can support your diverse needs.



Message from Rachel Winoski, Chief Human Resources, Americas

Dear colleagues,

Each year, we strive to deliver **market-leading, innovative benefits that protect what matters**. Annual Benefits Enrollment is an opportunity for us to meet that goal by offering colleagues a wide array of solutions designed to support your overall health and well-being. For 2025, our benefits are mostly remaining the same and we are once again offering a full range of award-winning benefits. I encourage you to take an active role in the enrollment process, which will run from October 28 to November 8. If you do not take action by **November 8**, your current benefit elections will continue for you and your dependents next year, with the exception of Flexible Spending Accounts (FSAs).

Annual Benefits Enrollment is your chance to review and select the benefits that best suit your individual and family needs. Please take the time to familiarize yourselves with the various options available and make informed choices that will support your physical, mental, and financial well-being. Our benefits are designed to provide you with peace of mind and support in all aspects of your life, and I hope you will take full advantage of this opportunity.

Sincerely,



Rachel Winoski
CHRO, Americas

Your enrollment steps



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 2025.
- **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 that 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 enhanced benefits portal at myAXAXLBenefits.com to find all the ways AXA XL supports your well-being.



3 Enroll.

- When you're ready to enroll, 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 through myHR while making your other benefit elections.
- See the "Benefits Enrollment for US Colleagues" reference guide on myAXAXLBenefits.com for assistance in navigating the enrollment system.
- If you do not elect or change your coverage between October 28 and November 8, 2024, your 2024 elections will carry over into 2025 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.** Ensure that your beneficiaries and their contact information is accurate and up to date.

New and notable for 2025

Minimal contribution increases

As the cost of health care continues to rise, so does the cost of providing quality health benefits. For 2025, AXA XL is absorbing the majority of this increase, keeping the increase in your costs to a minimum.

- For medical coverage, contribution increases will range between 2% and 5%, depending on which plan, coverage level, and contribution band you're in.
- For dental, contributions will increase \$1 to \$5 per paycheck depending on the plan and coverage level you choose.
- For vision, contributions will increase approximately \$1 per paycheck depending on the plan and coverage level you choose.

Increase to HSA 1 medical plan deductible

We're increasing the OAP HSA 1 medical plan deductible as follows:

- **In-network:** \$1,750 for individual coverage, \$3,500 for dependent coverage
- **Out-of-network:** \$3,500 for individual coverage, \$7,000 for dependent coverage

Keep in mind that AXA XL contributes to your Health Savings Account, and you'll be able to set aside even more pre-tax dollars in it next year!

Enhancements to dental coverage

We understand having comprehensive dental coverage is important to you and your family. To further enhance its value for you and your covered dependents, we're adding coverage for nightguards, oral cancer screenings, and gold foil restorations, as well as increasing the frequency of certain services.

Increased Health Savings Account (HSA) contribution limits

If you enroll in one of the OAP HSA medical plans, AXA XL will contribute \$500 (individual coverage) or \$1,000 (if you cover dependents) to your HSA. The total amount that you and AXA XL can contribute to your HSA in 2025 is \$4,300 for individuals and \$8,550 for families. If you're age 55 or older in 2025, you may contribute an additional \$1,000.

Increased Flexible Spending Account contribution limits

The Health Care and Limited Purpose Flexible Spending Account contribution limits will increase to \$3,200 and you may carry over up to \$640 of your remaining balance for use in 2024.

The Dependent Day Care Flexible Spending Account contribution limit will remain as \$5,000 for married couples filing jointly and \$2,500 for couples filing separately.

New solutions for preventing and treating chronic conditions

We're committed to supporting you wherever you are on your healthcare journey. That's why we're expanding our existing partnership with Teladoc to offer support for hypertension, pre-diabetes, and more so you can prevent and treat certain conditions with even more support — all at no cost to you when you're enrolled in an AXA XL medical plan.

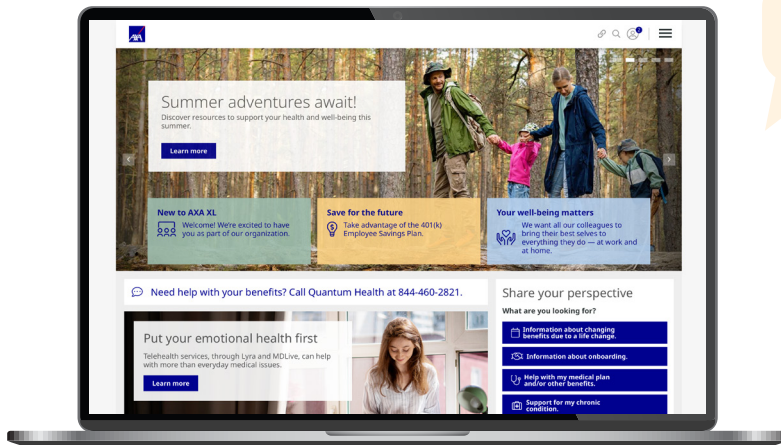


See all of AXA XL's benefits

Explore all of AXA XL's benefits on myAXAXLBenefits.com before you enroll. View the **2025 Annual Benefits Enrollment page** for links and resources to support your decisions.

Help when you need it

We get it. Health care can be complicated. That's why we offer you a variety of resources to help you navigate your care and connect with your benefits.



Start with myAXAXLBenefits.com

Our benefits portal, **myAXAXLBenefits.com**, continues to be our one-stop-shop for self-service benefits related information, and this year, we debuted a fresh look for the site, reorganizing content to make it easier for you to find what you need.

Use this website when you want details about:

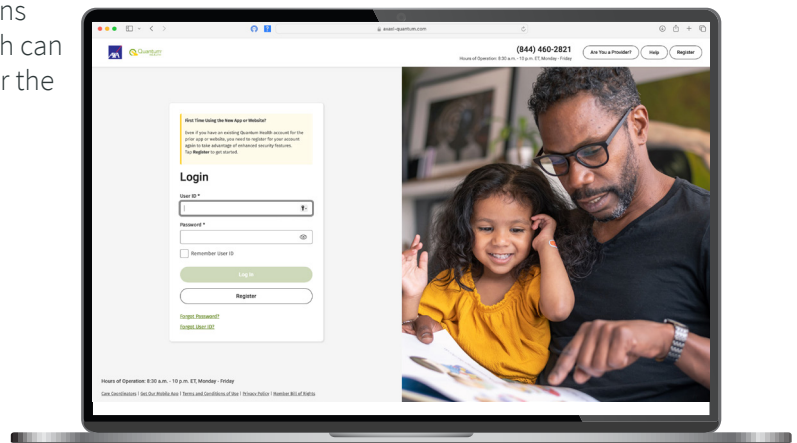
- Your available benefits
- Vendor contact and website information
- Plan documents
- Details about the Annual Benefits Enrollment period

Still have questions? Check out Quantum Health

All AXA XL colleagues and their spouses and dependents, regardless of medical plan enrollment, can engage with **Quantum Health** when questions about your AXA XL benefits arise. Quantum Health can answer your questions via **phone or web chat** for the following situations and more:

- Determining which AXA XL benefits you are eligible for
- Finding in-network, nearby providers and scheduling appointments
- Understanding your medical bills and resolving claims

Connect with a Care Navigator at **axaxl-quantum.com** or by calling **844-460-2821**.



Looking to learn about health care at your own pace?

Find common health care terms and definitions, as well as an explanation of our medical plans, on the *Health care navigation and support* page on **myAXAXLBenefits.com**.

Have you taken advantage of your 2024 benefits?

It's not too late to still use your 2024 plan benefits! Consider some of the following options before the year ends.



Plan your annual physical:

If you haven't already received your annual physical for 2024, get it on the schedule. You can even earn an award through the Staying Well Program!



Consider the flu vaccination:

Keep current on your vaccines, including the flu vaccination — which is also available at no cost to you through the AXA XL medical plan. Plus, earn an award!



Check in on your financial health:

See how you're stacking up against your budget and money habits at www.benefits.ml.com.



Take care of other well-being needs:

Visit myAXAXLBenefits.com to discover how AXA XL offers a range of benefits and programs designed around your personal healthcare journey.

See your benefits in action

See how one hypothetical colleague, Sydney, engaged with her medical plan to connect to care.



Sydney's story



With a packed schedule, Sydney calls **Quantum Health** to connect with a Care Navigator for help finding a nearby in-network provider for her annual physical.



Sydney's doctor does a comprehensive check-up. She leaves the doctor's office **without paying anything out of pocket**, since her appointment was with an in-network provider for preventive care services — covered at 100% by all of AXA XL's medical plan options.



The Care Navigator gives Sydney a **list of options for a doctor near her**. Sydney chooses a Tier 1 provider and the Care Navigator sets up the appointment.



In addition to getting regular preventive care to remain healthy, Sydney earns an award through the Staying Well Program once the claim is processed.



Read the stories of other such hypothetical colleagues to see AXA XL benefits in action on the **2025 Annual Benefits Enrollment page** at myAXAXLBenefits.com.