

IMPORTANT NOTICE

NOTICE REGARDING HONEYWELL'S WELLNESS PROGRAM UNDER THE HONEYWELL MEDICAL PLAN (THE PROGRAM)

Honeywell's wellness program is voluntary and available to all employees. The Program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the Program, you will be asked to complete a biometric screening, which will include a blood test for cholesterol, non-fasting glucose, and nicotine. Your blood pressure, height, weight, and waist circumference will also be measured. You are not required to participate in the blood test or other medical examinations. However, employees who do not participate, as well as their spouse or domestic partner, will be subject to a biometric and tobacco surcharge.

Employees, as well as their spouse or domestic partner who test positive for nicotine can avoid a tobacco surcharge by enrolling in a tobacco cessation program. If you are unable to participate in any of the health-related activities, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting HealthResource at 1-800-944-4887.

The information from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the Program, such as coaching support for a health risk that may be identified from your screening. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

By completing a biometric screening, you authorize the results to be sent from Quest Diagnostics® to applicable service providers associated with the Program (Service Providers), including CareAllies, a health management company, Castlight Health, for health navigation services, and ExlService.com, LLC, a healthcare analytics solution provider. We are required by law to maintain the privacy and security of your personally identifiable health information. Although the Program and Honeywell may use aggregate information collected to design a program based on identified health risks in the workplace, neither the Program nor the Service Providers will disclose any of your personal information either publicly or to Honeywell, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the Program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the Program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the Program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the Program or avoiding a surcharge. Anyone who receives your information for purposes of providing you services as part of the Program will abide by the same confidentiality requirements. Except as permitted by applicable law, the only individual(s) who will receive your personally identifiable health information are applicable Service Provider personnel, including health coaches and data analytics specialists, in order to provide you with services under the Program.

In addition, except as permitted by applicable law, all medical information obtained through the Program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the Program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the Program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the Program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Honeywell's HIPAA Privacy Officer at Honeywell International Inc., Attn: Health and Insurance, HIPAA Privacy Officer, 855 S. Mint St., Charlotte, NC 28202

Honeywell's formal plan documents govern the terms and conditions of its employee benefits plans and programs (the plans). Honeywell has the right to modify, change and revise the terms and conditions of the plans, as well as the right to terminate the plans (subject to applicable collective bargaining agreements). This communication is not a guarantee of the future availability or design of the plans.

Honeywell

Honeywell International Inc.
855 S. Mint St.
Charlotte, NC 28202

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First Class Mail
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New York, NY
Permit No. XXXX

Complete Your Biometric Screening by
October 11, 2024, and Earn 100
Wellness Activity Points to Redeem for Prizes!

KNOW YOUR HEALTH

Complete your
biometric screening
by October 11.



Honeywell | THE FUTURE IS WHAT WE MAKE IT

Make the Best You. #Futureshaper

EMPLOYEES AND THEIR COVERED SPOUSE/DOMESTIC PARTNER GET SCREENED BY OCTOBER 11*

Three options to complete the requirement:

- 1 On site at many Honeywell locations.**
- 2 At a local Quest Diagnostics® Patient Service Center.**
- 3 As part of your annual wellness check.** You must download a personalized Physician Results Form from the Quest Diagnostics® website for your doctor to complete. Your results can be faxed in or reported and uploaded on the Quest website.

Visit My.QuestforHealth.com to register for a screening or to download the form to take to your doctor. Consent to have your results sent to CareAllies, a health management company.

New users: Register and create a username and password (registration key: **Honeywell2024**).

Returning users: Use prior username and password already created.

For help, call 1-855-623-9355 or email Wellness@QuestDiagnostics.com.

ARIZONA PARTICIPANTS: Follow the steps above to visit Quest’s website first. To schedule an appointment with Sonora Quest, visit www.SonoraQuest.com, then go to “Patients”, and select “Schedule Appointment”. Under “Find an Appointment” choose “Biometrics (Blueprint)” as type of appointment. Next enter your zip code under “Find Locations” – choose a location near you, followed by date and time. You will be required to login or set up an account if this is your first time visiting the website. For assistance, call Quest Service Center at 1-855-623-9355 or Sonora Quest at 1-855-367-2778.

Your biometric screening will include blood pressure, A1C, cholesterol, non-fasting glucose, height, weight and waist circumference, and a nicotine test to screen for tobacco use. **Your individual biometric screening results are not shared with Honeywell.**

MAKE YOUR PHYSICAL WELL-BEING A PRIORITY





Honeywell is committed to the health, safety and well-being of our **#Futureshapers** and their families. We believe completing these screenings gives you access to important information about your physical health, and is essential for your continued physical well-being.

This year, we are adding the HbA1c test to your biometric screening! This blood test is used to help diagnose pre-diabetes and diabetes. About 11% of the U.S. population have diabetes, but millions remain undiagnosed – just one more reason to get your screening scheduled today.

CHANCE TO WIN BIG!



Completing your biometric screening this year will give you the opportunity to win big prizes with our quarterly sweepstakes through Castlight.

You don’t need to be enrolled in Honeywell’s Medical Plan to win. Just be sure you are registered with Castlight and the 100 wellness activity points you earn for completing the screening gives you a chance to win one of the following:

 <p>10 pts \$2000 Vacation to a Destination of Your Choice</p> <p>Enter</p>	 <p>10 pts Amazon.com Gift Card \$2000</p> <p>Enter</p>
 <p>10 pts Apple Watch Series 7 GPS + Cellular 45mm Graphite</p> <p>Enter</p>	 <p>10 pts Lowe's E-Gift Card \$1000</p> <p>Enter</p>

AVOID SURCHARGES

If you don’t get a biometric screening, two surcharges may apply to both employees and spouses/domestic partners. You will pay more medical **premiums** in **2025** if you enroll in Honeywell’s medical plan.

 <p>\$500 Biometric Surcharge</p>	 <p>\$1,000 Tobacco Surcharge</p>
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Maximum surcharge: \$1,000 per individual; \$2,000 if both employee and covered spouse/domestic partner are subject to surcharges.

Tobacco use is evaluated through your 2024 biometric results. If you don't get a biometric screening, it will be assumed that you are a tobacco user and the tobacco surcharge will apply for 2025.

TOBACCO USERS CAN AVOID A TOBACCO SURCHARGE

Contact HealthResource by **October 11, 2024***, at 1-800-944-4887 to either participate in the tobacco cessation program or to establish that you are not a tobacco user. If you are a tobacco user, you will need to enroll and complete at **least** one coaching call to meet the participation requirement.

Contact HealthResource by October 11, 2024*, at 1-800-944-4887, to discuss an alternative wellness program to avoid a surcharge.

Make The Best You. #Futureshaper

*To have your 2025 Annual Enrollment costs display correctly, please complete your screening by September 30, 2024.