

IMPORTANT NOTICE

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

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

Honeywell's Wellness Program is voluntary and available to all employees. 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 to avoid surcharges. You may request a reasonable accommodation or an alternative standard by contacting HealthResource by October 10, 2025 at 1-800-944-4887.

Please visit <https://benefits.honeywell.com> for information on this voluntary Program, what information will be collected, how the information will be used, and protections required by law with respect to the privacy and security of your personally identifiable health information. 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.**



Learn more at benefits.honeywell.com

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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Complete Your Biometric Screening by
October 10, 2025, and Earn 100
Wellness Activity Points through Castlight!

**KNOW
YOUR
HEALTH**

Complete your
biometric screening
by October 10.



EMPLOYEES AND THEIR COVERED SPOUSE/DOMESTIC PARTNER GET SCREENED BY OCTOBER 10*

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 Cigna, a health insurance company

New users: Register and create a username and password (registration key: **Honeywell2025**).

Returning users: Use prior username and password already created.


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

NEW SCREENINGS PROVIDE IMPORTANT INSIGHT INTO EMPLOYEE HEALTH

In 2024, the **HbA1c test** was added to your biometric screening to help diagnose pre-diabetes and diabetes. The results were eye-opening. Of the over 25,000 employees that took part in the screening, 32% had an HbA1c measurement of over 5.6. That means almost **one out of three** Futureshapers are at risk to develop pre-diabetes or diabetes. *So what should you do about it?*


TAKE ACTION! ONCE YOU’VE COMPLETED YOUR SCREENING:

1



Review your results!
Be sure to review your results on the Quest or Castlight websites. These sites are usually updated within one week after you complete your screening.


2




See your Doctor!
If you note some of your results are of concern, make an appointment with your primary care physician. Review your overall health and make a plan to prevent current health concerns from getting worse.

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 **2026** if you enroll in Honeywell’s medical plan.



\$500
Biometric Surcharge



\$1,000
Tobacco Surcharge

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 2025 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 2026.

TOBACCO USERS CAN AVOID A TOBACCO SURCHARGE

Contact HealthResource by **October 10, 2025***, 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.

Make The Best You. #Futureshaper

*To have your 2026 Annual Enrollment costs display correctly, please complete your screening by September 30, 2025.