



ROLLS-ROYCE CORPORATION

UAW BENEFITS GUIDE

Feb 2025 - Feb 2030 Labor Agreement

For "Tier 4" Employees- Date of hire on or after Feb 26, 2015



Rolls-Royce Corporation
UAW Benefits Guide
February 2025 – February 2030 Labor Agreement

UAW Tier 4 Employees -- Hired on or after February 26, 2015

April 2026

Rolls-Royce Corporation
UAW Benefits Guide
February 2025 – February 2030 Labor Agreement
UAW Tier 4 Employees -- Hired on or after February 26, 2015

Contents

A: Health and Welfare Benefits

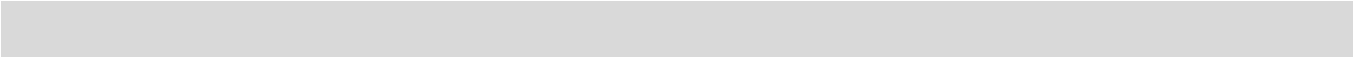
B: Personal Savings Plan

C: Profit Sharing and Parental Leave Benefits

**Rolls-Royce Corporation
UAW Benefits Guide
February 2025 – February 2030 Labor Agreement
UAW Tier 4 Employees -- Hired on or after February 26, 2015**

A: Health and Welfare Benefits

Rolls-Royce Corporation Welfare Benefits
Summary Plan Description
February 2025 – February 2030 Labor Agreement



UAW Tier 4 Employees -- Hired on or after February 26, 2015

Table of Contents

Page

SECTION 1 — INTRODUCTION.....	A-1
SECTION 2 — HEALTH CARE AND OTHER BENEFITS OVERVIEW	A-2
ELIGIBILITY	A-2
ENROLLMENT	A-3
COST OF COVERAGE	A-4
WHEN PARTICIPATION BEGINS	A-6
WHEN COVERAGE ENDS	A-6
COORDINATING WITH MEDICARE	A-7
COORDINATION OF BENEFITS	A-8
SUBROGATION AND REIMBURSEMENT FOR THIRD PARTY LIABILITY	A-9
THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996 (HIPAA).....	A-10
MEDICAL CHILD SUPPORT ORDERS	A-10
MAXIMUM ALLOWED AMOUNT FOR HEALTH BENEFITS	A-11
HEALTH CARE EXCLUSIONS AND LIMITATIONS.....	A-13
USING YOUR HEALTH BENEFITS	A-14
REDUCTION IN BENEFITS.....	A-14
ANNUAL REQUIRED LEGAL NOTICES APPLICABLE TO HEALTH CARE COVERAGE	A-15
EXPLANATION OF CERTAIN TERMS APPLICABLE TO HEALTH CARE COVERAGE.....	A-17
CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA) CONTINUATION COVERAGE	A-21
HEALTH CARE COVERAGE DURING UNIFORMED SERVICES LEAVE	A-25
HEALTH CARE COVERAGE DURING FMLA LEAVE.....	A-25
SECTION 3 — MEDICAL	A-26
HOW THE MEDICAL PLANS WORK.....	A-26
PLAN HIGHLIGHTS.....	A-31
ADDITIONAL COVERAGE DETAILS	A-36
ANTHEM TOTAL HEALTH AND WELLNESS SOLUTION	A-46
SECTION 4 — PRESCRIPTION DRUG COVERAGE.....	A-52
SECTION 5 — HEALTH SAVINGS ACCOUNT.....	A-57
SECTION 6 — FLEXIBLE SPENDING ACCOUNTS	A-65
FSA AT-A-GLANCE	A-65
HOW THE FSA WORKS	A-65
HEALTH CARE FSA (INCLUDES LP HEALTH FSA)	A-66
DEPENDENT CARE FSA	A-68
CHANGING BENEFITS	A-69
SOME RULES TO REMEMBER.....	A-70
WHEN PARTICIPATION ENDS.....	A-70
IF YOU GO ON A LEAVE OF ABSENCE	A-71
IF YOU LEAVE THE COMPANY.....	A-72
EFFECT ON TAXES	A-72
SECTION 7 — DENTAL.....	A-74
SECTION 8 — VISION	A-76
SECTION 9 — LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE	A-78
BASIC LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE	A-78
SCHEDULE OF BENEFITS — ACTIVE EMPLOYEE BASIC LIFE AND ACCIDENTAL DEATH INSURANCE	A-79
OPTIONAL LIFE INSURANCE.....	A-81
OPTIONAL ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE	A-84
CONTINUING LIFE INSURANCE AFTER AGE 65.....	A-89
EVIDENCE OF INSURABILITY	A-90

BENEFICIARY DESIGNATIONS	A-90
BENEFIT PAYMENT	A-92
ACCELERATED BENEFITS OPTION	A-93
CONVERSION OPTIONS	A-94
ASSIGNMENT	A-95
FILING A CLAIM	A-96
ESTATE RESOLUTION SERVICES.....	A-96
SECTION 10 — DISABILITY BENEFITS	A-97
ELIGIBILITY	A-97
DISABILITY BENEFITS AT-A-GLANCE.....	A-97
QUALIFYING FOR DISABILITY BENEFITS	A-98
APPLYING FOR DISABILITY BENEFITS	A-99
SCHEDULE OF DISABILITY BENEFITS	A-99
SICKNESS AND ACCIDENT BENEFITS (SHORT-TERM DISABILITY)	A-100
EXTENDED DISABILITY BENEFITS.....	A-101
LIFE, AD&D AND DISABILITY INSURANCE WHILE YOU ARE DISABLED	A-102
HEALTH COVERAGE WHILE YOU ARE DISABLED.....	A-103
SOCIAL SECURITY DISABILITY INSURANCE BENEFITS (SSDIB)	A-103
RECOVERY OF BENEFITS OVERPAYMENT.....	A-103
SECTION 11 — ADDITIONAL BENEFITS.....	A-105
UBREATHE TOBACCO CESSATION PROGRAM	A-105
EMPLOYEE ASSISTANCE PROGRAM	A-105
CHOOSING YOUR MEDICAL PLAN: PRECISION BENEFITS™.....	A-105
TELEMEDICINE.....	A-106
SECTION 12 — CLAIMS PROCEDURES.....	A-108
PROCEDURES FOR HANDLING QUESTIONS OR DISPUTES ABOUT YOUR BENEFITS	A-108
HEALTH CARE BENEFIT CLAIMS	A-108
CLAIMS PROCESS FOR HEALTH, DISABILITY AND OTHER WELFARE BENEFITS	A-109
SECTION 13 — ADMINISTRATIVE INFORMATION: ERISA.....	A-115
TYPE OF ERISA-COVERED PLAN	A-115
PLAN YEAR	A-115
NAMED FIDUCIARY	A-115
SPONSORING EMPLOYER AND ADMINISTRATOR	A-115
IDENTIFICATION NUMBER	A-115
LEGAL PROCESS.....	A-115
FUNDING FOR BENEFITS	A-116
CLAIMS ADMINISTRATORS	A-116
COBRA ADMINISTRATOR	A-116
HSA CUSTODIAN.....	A-117
YOUR ERISA RIGHTS	A-117
ROLLS-ROYCE RIGHT TO AMEND, MODIFY, SUSPEND OR TERMINATE	A-118
COLLECTIVE BARGAINING AGREEMENT	A-118
SECTION 14 — GENERAL INFORMATION ABOUT YOUR BENEFITS.....	A-119
COST OF YOUR BENEFIT PLANS	A-119
RECOVERY OF BENEFIT PAYMENTS	A-119
LIFE, ACCIDENTAL DEATH & DISMEMBERMENT, AND HEALTH CARE BENEFITS	A-119
THE FAMILY AND MEDICAL LEAVE ACT OF 1993 (FMLA).....	A-121
FOR EMPLOYEES TERMINATING EMPLOYMENT.....	A-121
WHEN YOUR COVERAGE TERMINATES.....	A-121
PROGRAM CONVERSION PRIVILEGES	A-122
SECTION 15 — IMPORTANT INFORMATION & RESOURCES.....	A-123
NOTIFY A UNION BENEFIT REPRESENTATIVE AS SOON AS POSSIBLE IF:	A-123
SOCIAL SECURITY OR MEDICARE-RELATED QUESTIONS.....	A-123

IMPORTANT PHONE NUMBERS AND WEBSITE.....A-123

SECTION 1 — INTRODUCTION

This Rolls-Royce Corporation UAW Summary Plan Description (“SPD”) applies to Rolls-Royce employees covered by the UAW collective bargaining agreement (“CBA”) who were first hired on or after February 26, 2015 in a position covered by that CBA (regardless of whether the employee was previously employed by Rolls-Royce in a non-CBA covered position). These employees are commonly referred to as “Tier 4 employees.”

The Rolls-Royce Corporation (the “Employer” or “Company”) provides various health care benefits and life and disability insurance to its eligible UAW employees, their eligible spouses or domestic partners, and eligible dependent child(ren) through the Rolls-Royce North America Welfare Benefits Plan (the “RRNA Welfare Plan”) and the Rolls-Royce Corporation Welfare Benefits Plan (the “RRC Welfare Plan”)(together hereinafter referred to as the “Welfare Plans”).

This document gives you an overview of these benefits. It also serves as the official SPD for the welfare benefits offered under the Welfare Plans that are plans subject to Employee Retirement Income Security Act of 1974, as amended (ERISA). This and any associated documents are provided to you at no cost. This benefits book is also accessible electronically at RRbenefitscenter.com.

PLEASE NOTE that it is only a summary and does not describe every feature of each program. Therefore, in the event there is a discrepancy between the SPD and the official program documents, the program documents will govern. Benefits are provided at the discretion of Rolls-Royce and do not create a contract or guarantee of employment. Rolls-Royce reserves the right to modify, suspend, revise and/or terminate any or all of the plans at any time and for any reason.

SECTION 2 — HEALTH CARE AND OTHER BENEFITS OVERVIEW

The Welfare Plans are designed to provide quality health care benefits for you and (where applicable) your eligible dependents. While this document contains different plans and plan designs, as reflected in the upcoming sections, your individual circumstances determine what options are available to you.

While coverage provided under the Welfare Plans is very broad and comprehensive, the Welfare Plans do not provide all health care or other welfare benefits under all circumstances. Descriptive materials concerning benefits provided under each option are available from your Union Benefits Representative. This document provides a general description only, and the provisions of the applicable Welfare Plan control your eligibility for coverage and specific benefits.

eligibility

eligible employees

Generally, you are an eligible to participate in the health care and other benefits described in this SPD if you are:

- a Rolls-Royce Corporation employee;
- hired on or after February 26, 2015;
- scheduled to work at least 30 hours per week; and
- covered by the collective bargaining agreement between Rolls-Royce Corporation and the UAW and have acquired seniority under that agreement.

The following are not considered eligible employees for this purpose:

- employees who have not yet acquired seniority under the collective bargaining agreement between Rolls-Royce Corporation and the UAW;
- salaried (and other non-union) employees;
- independent contractors or consultants (even if later determined to be a Company employee);
- leased or contract employees (even if they are later reclassified as employees); and
- nonresident aliens.

eligible dependents

Some benefit plans allow you to enroll or cover eligible dependents. When you enroll in one of these benefit plans or corresponding benefit options, you can also enroll or cover your eligible dependents:

- spouse, including your same-sex spouse or domestic partner;
- children up to age 26 — including stepchildren, adopted children and children of your domestic partner;
- unmarried children of any age (up to age 65) who become physically or mentally disabled before age 26, incapable of self-support, totally dependent on you for support and can be claimed as a dependent on your U.S. federal income tax return.

- ❑ children who are entitled to benefits required through a Qualified Medical Child Support Order (“QMSCO”) or other court or administrative order, as described in the [medical child support orders](#) section.

Note: Your Dependents may not enroll in certain plans unless you are also enrolled. A child cannot be the dependent of more than one employee nor can a child be covered as both an employee and a dependent.

Some benefits and programs have specific eligibility criteria. Refer to the applicable section for those benefit plans and options.

dependent verification process

You must confirm that each dependent you enroll meets the eligibility requirements by providing supporting documentation. As a government contractor, we must validate our insurance costs. Therefore, we conduct audits to confirm that dependents covered under our plans meet eligibility requirements.

You will need to provide the required documentation for any dependents you add to your coverage. Examples of documentation include a government-issued marriage certificate, an affidavit of domestic partnership, a government-issued birth certificate, an adoption certificate or Qualified Medical Child Support Order. Detailed instructions about required documentation and your submission options will be provided at the time of enrollment.

If you do not provide the supporting documentation by the deadline stated in the notices from the Rolls-Royce Benefits Center, unfortunately your dependents will be dropped from any coverage you have elected for them.

Note: If, at any time after you enroll, your covered dependent no longer meets the eligibility requirements (for example, loss of foster parent or legal guardianship appointment, divorce of a spouse, or any other event that results in a loss of eligibility), you must notify the Rolls-Royce Benefits Center within 60 days of the date your dependent no longer meets the dependent eligibility requirements to drop his or her coverage. If you wait longer than 60 days after the date your dependent no longer meets the dependent eligibility requirements to notify the Rolls-Royce Benefits Center, your dependent may lose all COBRA continuation rights, if applicable. Also note that you are responsible for dropping optional dependent life insurance coverage, if applicable, at such time that your children become ineligible for the coverage.

To notify the Rolls-Royce Benefits Center of a change to a covered dependent’s eligibility, call (844) 625-5900.

enrollment

If you are eligible, you can enroll at any of the following times:

initial eligibility period

If you are a newly eligible employee, you must enroll through the Rolls-Royce Benefits Center at RRbenefitscenter.com or call (844) 625-5900. You must complete the enrollment process within 60 days of your coverage effective date. Your coverage effective date is the 1st of the month following the date you complete 90 days of employment in an eligible role. Please refer to the [when participation begins](#) section for details. Your UAW representative can assist you in completing the enrollment process.

If you do not enroll within 60 days from your coverage effective date, you will receive default coverage in Company-provided benefits such as basic life insurance, basic accidental death and dismember insurance and short- and long-term disability. You will not be enrolled in any of Rolls-Royce's health care or ancillary programs. Your next opportunity to enroll in optional benefits will be during the next benefits annual enrollment period unless you experience a qualifying event. See the [notice of special enrollment rights](#) section for more information.

If you wish to enroll a newly-eligible dependent (for example, as a result of your marriage or the birth or adoption of a child), you must do so through the Rolls-Royce Benefits Center at RRbenefitscenter.com within 31 days of the change in family circumstances. Please contact your UAW representative for further information regarding this process.

- coverage for new dependent(s) acquired as a result of marriage will become effective on the date of the event.
- coverage for new dependent(s) acquired as a result of birth, adoption or placement for adoption will become effective on the date of the child's birth, adoption or placement for adoption, as applicable.
- coverage required by a court order for a spouse or child will become effective on the date of the order.

You may enroll by calling the Rolls-Royce Benefits Center at RRbenefitscenter.com or call (844) 625-5900 (select Option 4) from 8:00 a.m. to 8:00 p.m. Eastern Time, Monday through Friday.

late enrollees

A "late enrollee" is an individual (including yourself) for whom you do not elect coverage during your initial eligibility period (within 60 days for newly hired employees).

If you do not enroll yourself or your eligible dependents when you (or they) are first eligible for coverage, you may not elect coverage until the next open enrollment period, unless:

- you experience a change in family circumstances; or
- you lose other coverage you had when you previously declined coverage.

See the [notice of special enrollment rights](#) section for more information.

annual enrollment

Each year, usually late October, the Company holds an open enrollment period. During Annual Enrollment, you decide whether to enroll (or continue enrollment) in the Program, and the type of coverage you wish to receive under the Program for the following year. Your election will then become effective beginning January 1 of the following year.

cost of coverage

You and the Company share in the cost of the Welfare Plans. Your contribution amount depends on the benefits you select and the family members you choose to enroll. Your contribution or premium amounts may change every plan year and may also vary based on various factors, including the following levels of coverage for medical, dental, or vision benefits:

- You only;

- You and spouse or domestic partner;
- You and children; or
- You and family.

Your contributions are deducted from your weekly paychecks on a before-tax basis for medical, dental, vision, health savings account and flexible spending accounts. Before-tax dollars come out of your pay before federal income and Social Security taxes are withheld - and in most states, before state and local taxes are withheld. This gives your contributions a special tax advantage and lowers the actual cost to you. Contributions for optional life, optional accidental death and dismemberment (AD&D) are deducted from your weekly paychecks on an after-tax basis. The Company pays the full cost of your basic life insurance, basic accidental death and dismemberment insurance and short- and long-disability insurance. Please refer to applicable sections for the cost of coverage. For additional information, you may call Rolls-Royce Benefits Center at (844) 625-5900.

domestic partner coverage

If you elect coverage under the medical, dental, or vision benefit options for your domestic partner or your domestic partner's children, payments for your portion of the cost of coverage (including your dependent children) will be deducted from your pay on a before-tax basis, and payments for the portion of the cost of coverage for your domestic partner and your domestic partner's children will be deducted from your pay on an after-tax basis.

The Internal Revenue Service generally does not consider domestic partners and their children eligible dependents. Therefore, the value of the Company's cost to cover a domestic partner and your domestic partner's children may be imputed as income. In addition, the share of your contribution that covers a domestic partner and their children may be paid using after-tax payroll deductions.

In certain instances, your domestic partner or your domestic partner's children may qualify as your dependents under the Internal Revenue Code (or state income tax law, if applicable). If you determine that your domestic partner and your domestic partner's children qualify as your dependents under the Internal Revenue Code (or state income tax law, if applicable), call the Rolls-Royce Benefits Center at (844) 625-5900 to begin the certification process.

duplicate medical coverage surcharge

If your spouse or domestic partner has access to medical coverage through his or her employer, yet chooses to participate in a Rolls-Royce medical plan, you will be subject to a surcharge. See [Section 3: Medical > cost of coverage](#) for details.

tobacco-free medical coverage credit

You can receive a \$500 credit toward your medical contribution if you certify your commitment to be a tobacco-free household. If you are unable to certify as tobacco free, you may still be eligible for this credit by enrolling in the UBreathe tobacco cessation program. Contact UBreathe at 800-882-2109 or email a coach at coaching@mywellportal.com for more details on how you can qualify.

In addition, if you think you might be unable to meet either of the above standards, you might qualify for an opportunity to earn this same reward by different means. Contact the Rolls-Royce Benefits Center at (844) 625-5900 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status. See [Section 3: Medical > cost of coverage](#) for details.

Your contributions are subject to review and the Company reserves the right to change your contribution amount from time to time.

when participation begins

If you enroll within 60 days of your coverage effective date during your initial eligibility period, coverage is effective the first of the month following the date on which you acquire seniority (which happens after you work at least 90 days in a position covered by the UAW collective bargaining agreement within a six month period), with the exception of disability benefits. Your disability coverage is effective the first of the month following six months of employment in a position covered by that collective bargaining agreement.

If you are not actively-at-work on the effective date, your coverage will become effective upon your return to work. Coverage for your Dependents will start on the date your coverage begins, provided you have enrolled them in a timely manner.

Coverage for a spouse or dependent children that you acquire via marriage becomes effective upon providing notice, as long as you notify the Company within 31 days of your marriage. Coverage for dependent children acquired through birth, adoption, or placement for adoption is effective as of the date of the applicable event, provided you enroll the dependent within 31 days of the birth, adoption, or placement. Please refer to the [notice of special enrollment rights](#) section for more information.

when coverage ends

In general, your entitlement to benefits automatically ends on the date that coverage ends. Your coverage under the Plan will end on the earliest of:

- the end of the month in which you are last in active service;
- the date the plan ends;
- the last day of the month you stop making the required contributions, if applicable;
- the last day of the month in which you are no longer eligible;
- the last day of the month in which the Claims Administrator receives written notice from the Company to end your coverage, or the date requested in the notice, if later; or
- when you allow a person other than your spouse or covered dependent to use your insurance card or otherwise commit fraud in obtaining plan benefits.

You may be entitled to continued coverage if you leave active service because of disability, layoff or retirement. In the event you cease to qualify for coverage because employment ceases or you are no longer in an eligible class because of a reduction in your hours of employment, you may be eligible to elect to continue coverage for up to 18 months at your own expense.

In general, your coverage cannot be retroactively terminated, except in the case of fraud, an intentional misrepresentation of a material fact, failure to pay the required employee cost timely or your election to terminate coverage.

termination of dependent coverage

Coverage for your eligible dependents will end on the earliest of:

- the date your coverage ends;
- the last day of the month you stop making the required contributions, if applicable;
- the last day of the month in which your dependent child reaches the limiting age shown in the [eligible dependents](#) section; or
- the last day of the pay period in which your dependents no longer qualify as dependents under this Plan for any other reason.

In the event a dependent ceases to qualify for Plan benefits, your dependent may be eligible to elect to continue coverage for up to 36 months at your own expense. It is your responsibility to notify the Rolls-Royce Benefits Center of any change in your dependents' eligibility. Within 31 days of your dependent losing eligibility, you must notify the Rolls-Royce Benefits Center by either submitting the change online at RRbenefitscenter.com or by calling (844) 625-5900 (select option 4). The Benefits Center automatically processes coverage changes for dependents who cease to be eligible due to age.

changing your coverage

You may make coverage changes during the year only if you experience a qualified life event. The change in coverage must be consistent with the life event (e.g., you cover your spouse following your marriage, your child following an adoption, etc.). You must submit your election changes within 31 days of the qualified life event. Otherwise, you will need to wait until the next Annual Enrollment. Please refer to the [notice of special enrollment rights](#) section for more information.

coordinating with Medicare

You become eligible for Medicare at age 65, whether or not you choose to continue working. You may be automatically enrolled in Medicare Parts A and B if you are receiving Social Security benefits when you become eligible. Otherwise, you must enroll yourself. Whichever medical plan is designated as the primary plan pays first on your claims. If a balance is still due after the primary plan's payment, the Claim should be sent to the secondary plan for consideration.

Medicare basics

Your first chance to sign up for Medicare is called your Initial Enrollment Period ("IEP"). It happens around your 65th birthday and lasts a total of seven months. It includes your 65th birthday month plus the three months before and the three months after. It is your responsibility to contact the local Social Security Administration office to apply for Medicare, whether or not you are working when you attain age 65. It is suggested you begin the process three months prior to attaining age 65 to allow sufficient time to process your application so you will not miss your initial opportunity for enrollment. This is true not only because of penalties which may be incurred in Medicare premiums. Moreover, eligibility for Company-paid coverage may depend on Medicare enrollment. For example, in the event of your death, your surviving spouse will not be eligible for Corporation contributions for any Rolls-Royce Corporation health care coverage if your spouse is eligible for, but is not enrolled in, Medicare Part B at or after age 65.

If you or one of your dependents have a severe long-term disability, end-stage renal disease, or undergo a kidney transplant, you may be eligible for Medicare coverage prior to age 65. If you or one of your dependents fit one of these categories, you should contact your nearest Social Security Administration office to have your case evaluated. You can also obtain more information by contacting your Union Benefits Representative.

active employees

Generally, you or your dependents may want to enroll for Medicare when you first are eligible. You may want to enroll in just Part A during your IEP if you work past age 65 and have coverage under the Rolls-Royce’s Welfare Plan. No premium is required if you have enough work credits under Social Security; and Part A may supplement the Rolls-Royce medical plan. If you’re an active employee, and you or an enrolled dependent enroll in Medicare due to age, the Rolls-Royce Plan is generally the primary payer, and Medicare is the secondary payer.

If you choose not to enroll in Medicare during your Initial Eligibility Period, You may qualify for a Special Enrollment Period (SEP) to enroll in Part A, Part B or both without penalty for up to 8 months after the month your (or your spouse’s) employment or employer coverage ends, whichever comes first.

effect of Medicare on your company health care plan

If you are working, and you (1) are over age 65, or (2) have a dependent who is eligible for Medicare, you may elect to have coverage under both the RRNA Welfare Plan and Medicare. Generally, if you do so, the RRNA Welfare Plan will be the primary source of benefits (the first to pay for any covered services). **Eligibility for Company-paid coverage may depend on Medicare enrollment.** For example, in the event of your death, your surviving spouse will not be eligible for company contributions for any Rolls-Royce health care coverage if your spouse is eligible for, but is not enrolled in, Medicare Part B at or after age 65.

effect of Medicare on a health savings account (HSA)

If you have an HSA and you will soon be eligible for Medicare, it is important to plan ahead and understand how enrolling in Medicare will affect your HSA eligibility. By law, if you are enrolled in Medicare, you are not eligible to either receive or make HSA contributions. This is because you cannot have any health coverage other than a High Deductible Health Plan (“HDHP”) to be eligible to contribute to an HSA. Medicare is considered other health coverage. However, you may withdraw money from your HSA after you enroll in Medicare to help pay for eligible medical expenses (e.g., deductibles, premiums, copays or coinsurances).

coordination of benefits

This coordination of benefits (“COB”) provision applies to this *Plan* when you or your *dependent* has health coverage under more than one group health plan. The purpose of this provision is to avoid duplicate payment of benefits in the event an individual is covered by more than one group health care plan. For example, if expenses are incurred by your spouse who is covered by another plan, the other plan may have the primary responsibility of payment. If so, your overall coverage may be enhanced and the cost to the RRNA Welfare Plan will be reduced.

If COB is done properly, you and your dependents will receive no fewer benefits than you would have received under the RRNA Welfare Plan alone and you may receive more or enhanced benefits.

When the RRNA Welfare Plan is secondary, the following provisions apply:

- certain requirements under the RRNA Welfare Plan, such as precertification of hospital admissions, are waived; and
- only those services covered under the RRNA Welfare Plan will be considered for additional benefit payment.

The RRNA Welfare Plan carrier should be notified of other plans or programs which may cover you or your dependents. No notice is required for insurance policies issued in your name, or a dependent's name, for which you pay more than half the cost. In some cases, you may be required to provide the carriers with additional information.

Once you have identified whether other coverage is involved, you should determine which plan is primary for the individual having a claim. If another plan or program is primary, the claim should be filed first with the primary plan or carrier. If the primary plan does not cover the health care expenses in full, the unpaid balance can be considered under the RRNA Welfare Plan. You should provide your RRNA Welfare Plan carrier with information on the payments made by the other plan or authorize the other carrier to do so. From that point, COB is handled between the carriers. If the remaining balance is for services covered under the RRNA Welfare Plan, the Plan will pay the balance, up to the maximum permitted under the RRNA Welfare Plan.

subrogation and reimbursement for third party liability

If the RRNA Welfare Plan pays medical expenses for you or your covered dependent for an injury or illness that appears to be the fault of someone else or for which you have other coverage (for example, car insurance), you agree to:

- repay the RRNA Welfare Plan for such medical expenses from any compensation you receive from, or on behalf of, the person who caused the injury or illness, or your insurance carrier;
- not settle, without the prior consent of the RRNA Welfare Plan, any claim that you or your covered dependent may have against any legally responsible party or insurance carrier;
- give the RRNA Welfare Plan a lien on any such compensation and hold that compensation in trust for the RRNA Welfare Plan;
- promptly reimburse the RRNA Welfare Plan when you receive a recovery through settlement, judgment, award or other payment; and
- cooperate fully and sign any documents needed to protect the RRNA Welfare Plan's rights to reimbursement and subrogation, including entering into a subrogation agreement.

Failure to comply with any of these requirements may result in the RRNA Welfare Plan withholding or reducing payment for further medical, dental or disability benefits.

The RRNA Welfare Plan has the right to be reimbursed for the full amount of the medical expenses it paid, even if that amount is greater than the settlement you received from, or on behalf of, the person who caused the injury or illness or your insurance carrier. In addition, the RRNA Welfare Plan is not responsible for any portion of attorney fees or other expenses you are required to pay and is entitled to reimbursement before any other party that may have a claim on any amounts you recover.

For example: You were injured in a car accident that was caused by another driver. The RRNA Welfare Plan pays \$25,000 in medical expenses resulting from the accident. If you sue the other driver, the RRNA Welfare Plan has a right to be reimbursed from any settlement you receive. If you receive a settlement of \$25,000 or less, the RRNA Welfare Plan will receive the entire amount, even if you owe a percentage of that amount to your attorney. If you receive a settlement of more than \$25,000, the RRNA Welfare Plan is only entitled to the \$25,000 it paid for your medical expenses.

“Subrogation” means that the RRNA Welfare Plan stands in your place in connection with any settlement or insurance payment you receive. By allowing the RRNA Welfare Plan to pay for your medical treatment, you agree to protect the RRNA Welfare Plan’s rights in the same way you protect your own rights. The RRNA Welfare Plan’s rights of subrogation and reimbursement apply whether you agree to them in writing or not.

If the RRNA Welfare Plan has to sue you to receive reimbursement from a settlement or insurance payment you receive you will be responsible for paying the RRNA Welfare Plan’s collection expenses (including attorneys’ fees).

This is a very general “plain English” explanation of the RRNA Welfare Plan’s reimbursement and subrogation rights. Contact the Plan administrator for a copy of the RRNA Welfare Plan document and the detailed explanation of the plan’s rights if you think this section may apply to you.

This provision does not limit any other legal remedies the RRNA Welfare Plan may have. The RRNA Welfare Plan’s rights of subrogation and reimbursement apply regardless of the location of the event that led to or caused the applicable sickness, injury, disease or disability.

the health insurance portability and accountability act of 1996 (HIPAA)

A federal law called the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) requires group health plans to take certain precautions in using and disclosing specified information about your health and the health of your dependents. HIPAA also places limitations on the disclosure of such information to the Company and third parties. Generally, your personal health information may be used only for treatment, payment, health care operations and certain other specified purposes such as under a court order. When using or disclosing protected health information, the Plan Administrator will make reasonable efforts to limit protected health information to the minimum necessary to accomplish the intended purpose. You also have the right to file a complaint with the Company or with the Secretary of the Department of Health and Human Services. You will not be penalized for filing a complaint.

You can obtain more information from the HIPAA Privacy Notice that is mailed out annually, or from the HIPAA Privacy Officer (identified in the HIPAA Privacy Notice). You may request a copy of the Privacy Notice from the Benefits Department.

More information on your privacy rights is contained in the privacy notice that has been provided to you, or from the privacy officer (identified in the privacy notice). You may request a copy of the privacy notice from a UAW Benefits Representative during normal business hours.

medical child support orders

The Plan Administrator is required to comply with qualified medical child support orders. A qualified medical child support order (“QMCSO”) is a judgment, decree, order or approval of a property

settlement agreement by a court that creates or recognizes the existence of a dependent's right or assigns to a dependent the right to receive benefits to which a participant or beneficiary is eligible under a group health plan. The Plan Administrator determines whether a medical child support order is qualified and whether it must be honored by the Plan.

In addition, a properly completed national medical support notice ("NMSN") issued by a state child support enforcement agency must be treated as a QMCSO. The plan administrator is required by law to honor a QMCSO or a NMSN. You may request and receive, without charge, a copy of the program's procedures for evaluating such orders or notices. You will be notified if the plan receives a medical child support order or notice in your name. If you are in the process of getting a divorce and have questions about QMCSOs or NMSNs, please contact a UAW Benefits Representative.

maximum allowed amount for health benefits

Payment of health benefits for services rendered by in-network and out-of-network providers is based on this Welfare Plan's maximum allowed amount for the covered service that you receive.

The **maximum allowed amount** is the maximum amount the Claims Administrator will pay for covered health services and supplies:

- to the extent such services and supplies are covered under the RRNA Welfare Plan and are not excluded;
- that are medically necessary; and
- that are provided in accordance with all applicable precertification, case management or other requirements set forth in the RRNA Welfare Plan.

You will be required to pay a portion of the maximum allowed amount to the extent you have not met the deductible or have a copayment or coinsurance. In addition, when you receive covered services from an out-of-network provider, you may be responsible for paying any difference between the maximum allowed amount and the provider's actual charges. This amount can be significant.

When multiple procedures are performed on the same day by the same physician or other health care professional, the RRNA Welfare Plan may reduce the maximum allowed amounts for those secondary and subsequent procedures because reimbursement at 100% of the maximum allowed amount for those procedures would represent duplicate payment for portions of the primary procedure.

provider network status

The maximum allowed amount may vary depending upon whether the provider is an in-network provider or an out-of-network provider.

An in-network provider is a provider who is in the managed network or in a special Center of Excellence, or who has a participation contract with the Claims Administrator. The maximum allowed amount for services provided in-network is the rate the provider has agreed with the Claims Administrator to accept as payment for the covered services. Because in-network providers have agreed to accept the maximum allowed amount as payment in full for those covered services, they should not send you a bill or collect for amounts above the maximum allowed amount. However, you may receive a bill or be asked to pay all or a portion of the maximum allowed amount to the extent you have not met your deductible or have a copayment or coinsurance. Please call Anthem Customer Service for help in finding an in-network provider or visit **anthem.com**.

Providers who have not signed any contract with the Claims Administrator and are not in any of the Claims Administrator's networks are Out-of-Network Providers, subject to Blue Cross Blue Shield Association rules governing claims. Providers who are in-network for some services may be out-of-network for other services.

For covered services you receive from an out-of-network provider, the maximum allowed amount for this Welfare Plan will be one of the following as determined by the Claims Administrator:

- an amount based on the Claims Administrator's out-of-network provider fee schedule/rate, which the Claims Administrator has established in its discretion, and which the Claims Administrator reserves the right to modify from time to time;
- an amount based on reimbursement or cost information from the Centers for Medicare and Medicaid Services ("CMS");
- an amount based on information provided by a third party vendor;
- an amount negotiated by the Claims Administrator or a third party vendor which has been agreed to by the Provider; or
- an amount based on or derived from the total charges billed by the out-of-network provider.

Unlike in-network providers, out-of-network providers may send you a bill and collect for the amount of the provider's charge that exceeds the RRNA Welfare Plan's maximum allowed amount. You are responsible for paying the difference between the maximum allowed amount and the amount the provider charges. This amount can be significant and will not apply toward your deductible or out-of-pocket maximum. Choosing an in-network provider will likely result in lower out of pocket costs to you. Please call Customer Service for help in finding a network provider or visit the Claims Administrator's website at anthem.com.

Customer Service can assist you in determining the RRNA Welfare Plan's maximum allowed amount for a particular service from an out-of-network provider. In order for the Claims Administrator to assist you, you will need to obtain from your provider the specific procedure code(s) and diagnosis code(s) for the services the provider will render. You will also need to know the provider's charges to calculate your out-of-pocket responsibility. Although Customer Service can assist you with this pre-service information, the final maximum allowed amount for your claim will be based on the actual claim submitted by the provider.

Emergency health services are always paid as in-network services.

member cost share for covered health services

For certain covered services, you may be required to pay a part of the maximum allowed amount as your cost share amount (for example, deductible, copayment, and/or coinsurance).

Your cost share amount and out-of-pocket limits may vary depending on whether you received services from a network or out-of-network provider. Specifically, you may be required to pay higher cost sharing amounts or may have limits on your benefits when using out-of-network providers.

The RRNA Welfare Plan will not pay for non-covered services. You may be responsible for the total amount billed by your provider for non-covered services, regardless of whether such services are performed by an in-network or out-of-network provider. Non-covered services include services specifically excluded from coverage by the terms of your Welfare Plan and services received after

benefits have been exhausted. Benefits may be exhausted by exceeding, for example, benefit caps or day/visit limits.

In some instances, you may only be asked to pay the lower in-network cost sharing amount when you use an out-of-network provider. For example, if you go to an in-network hospital or provider facility and receive covered services from an out-of-network provider such as a radiologist, anesthesiologist or pathologist who is employed by or contracted with an in-network hospital or facility, you will pay the in-network cost share amounts for those covered services. However, you also may have to pay the difference between the maximum allowed amount and the out-of-network provider's charge.

authorized services

In some cases, such as where there is no in-network provider able to provide the required service, the RRNA Welfare Plan may authorize the in-network cost share amounts (deductible, copayment, and/or coinsurance) to apply to a claim for a covered service you receive from an out-of-network provider. In such circumstance, you must contact the Claims Administrator in advance of obtaining the covered service. Note, though, that emergency health services are always paid as in-network services. Contact Customer Service for authorized services information or to request authorization.

health care exclusions and limitations

The Plan does not pay benefits for certain health care services, treatments or supplies even if your health care provider has performed or prescribed a procedure, treatment, or supply that is medically necessary. In addition, the Plan will not pay benefits for covered services or supplies during times you or your covered dependents were not covered under the Plan.

The following are examples of excluded services and supplies. This list is not all-inclusive. Some covered services may also have coverage limits that are described in the [— Medical](#) section. Review all limits carefully, as the Plan will not pay Benefits for any of the services, treatments, items or supplies that exceed these benefit limits. Please contact Anthem at the number on your ID card *before services are rendered*.

- foot care** - foot care only to improve comfort or appearance, including, but not limited to care for flat feet, subluxations, corns, bunions (except capsular and bone surgery), calluses, and toe nails except when medically necessary including but not limited to, footcare for diagnosis of diabetes or for impaired circulation to the lower extremities.
- cosmetic services** – any procedures, services, equipment or supplies provided in connection with cosmetic services. Cosmetic services are primarily intended to preserve, change or improve your appearance or are furnished for psychiatric or psychological reasons.
- cosmetic surgery** - no benefits are available for surgery or treatments to change the texture or appearance of your skin or to change the size, shape or appearance of facial or body features (such as your nose, eyes, ears, cheeks, chin, chest or breast), except benefits are provided for a reconstructive service performed to correct a physical functional impairment of any area caused by disease, trauma, congenital anomalies, or previous therapeutic process.
- reconstructive services** - reconstructive services are payable only if the original procedure would have been a covered service under this plan. Other reconstructive services are not covered except as otherwise required by law for custodial care, domiciliary care or convalescent care, whether or not recommended or performed by a professional.

- oral care** – for any treatment of teeth, gums, or tooth related service except as otherwise specified as covered in this plan.
- sexual or erectile dysfunctions or inadequacies, including sexual therapy and counseling.
- penile prostheses or implants and vascular or artificial reconstruction, prescription drugs, and all other procedures and equipment developed for or used in the treatment of impotency, and all related diagnostic testing.
- services related to radial keratotomy or keratomileusis or excimer laser photo refractive keratectomy.
- government agency/laws/plans –any treatment, services, or supplies needed for any condition, disease, defect, ailment, or injury arising out of and in the course of employment if benefits are available (in whole or in part) under any worker’s compensation act or other similar law. If worker’s compensation act benefits are not available to you, then this exclusion does not apply.
- prescribed over the counter hearing aid follows the hearing aid benefit.

Note: This list is not all-inclusive. Please contact Anthem Customer Service at (888) 823-8576 for more information.

using your health benefits

Your plan ID and group number are always needed when you communicate with any of the carriers. If you are a dependent, you will need the plan ID and group number of the employee or surviving spouse through whom you have coverage. For more information on claims procedures, refer to [Section 12 – Claims Procedures](#).

reduction in benefits

You may not receive all of the benefits to which you think you are entitled under the RRNA Welfare Plan, under the following circumstances:

- you do not qualify as an eligible employee under the RRNA Welfare Plan;
- you have exceeded the RRNA Welfare Plan’s limits on services;
- you fail to file a claim for out-of-network benefits in a timely manner;
- you fail to respond within a reasonable period to a request for additional information regarding the processing of a claim;
- you fail to pre-certify a medical service where required;
- payment for your benefits is being coordinated with another group health plan;
- you may be required to repay the RRNA Welfare Plan for benefits paid if you recover monetary damages for an illness or injury caused by a third party; or
- the RRNA Welfare Plan is amended to eliminate specific benefits (although the RRNA Welfare Plan will, in general, provide coverage for any such benefit services received prior to the date of the amendment).

annual required legal notices applicable to health care coverage

notice of special enrollment rights

In general, IRS restrictions prevent you from making changes to your coverage elections during the year. This means that once you make your health care plan elections during benefits enrollment, you may not drop dependents or change your coverage until the next benefits enrollment period. However, you may be able to change your coverage during the year if you experience and report a qualified life event, also known as a life or employment status change. These changes include the following:

- you get married or divorced;
- you acquire a dependent child through birth, adoption, or placement for adoption;
- your spouse or dependent dies;
- your dependent no longer meets the plan's eligibility requirements;
- your spouse terminates employment or begins new employment;
- you or your spouse changes from part-time work to full-time work (or vice versa);
- you or your spouse has a significant change in health care coverage; or
- you are required to provide dependent medical coverage as a result of a valid court decree that meets the requirements of a Qualified Medical Child Support Order ("QMCSO").

Any benefits enrollment change you make must be consistent with your qualified life event. To change your coverage, you must call the plan administrator within 31 days of the date you experience the life event or employment status change. Your new elections will be effective on the date of your life event or employment status change, and retroactive payroll deductions may be withheld. If you do not call within the 31-day period, you must wait until the next benefits enrollment period to change your benefits.

statement of rights under the newborns' and mothers' health protection act (NMHPA)

Group health plans and health insurance issuers generally may not, under federal law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or the newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a delivery by cesarean section. However, the plan or issuer may pay for a shorter stay if the attending provider (e.g., your physician, nurse midwife, or physician assistant), after consulting with the mother, discharges the mother or her newborn earlier.

Also, under federal law, plans and issuers may not set the level of benefits or out-of-pocket costs so that any later portion of the 48 hour (or 96 hour) stay is treated in a manner less favorable to the mother or newborn than any earlier portion of the stay. In addition, a plan or issuer may not, under federal law, require that a doctor or other health care provider obtain authorization for prescribing a length of stay of up to 48 hours (or 96 hours). However, to use certain providers or facilities, or to reduce your out-of-pocket costs, you may be required to obtain precertification. For more information on precertification, contact Anthem Customer Service at (888) 823-8576.

notice of women’s health and cancer rights act of 1998 (WHCRA)

The Women’s Health and Cancer Rights Act of 1998 (“WHCRA”) provides benefits for mastectomy-related services, including all stages of reconstruction and surgery to achieve symmetry between the breasts, prostheses, and complications resulting from a mastectomy, including lymphedema. If you have had or are going to have a mastectomy, you may be entitled to certain benefits under the WHCRA.

For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of the mastectomy, including lymphedema.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under the medical plan in which you participate.

your rights and protections against surprise medical bills

The No Surprises Act (Title I of Division BB of the Consolidated Appropriations Act, 2021) (the “No Surprises Act”) protects you from surprise medical billing in certain situations. For No Surprises Act purposes, a Surprise Bill is generally a bill you receive for covered services in the following circumstances: (1) certain Emergency Services performed by an out-of-network provider; (2) certain non-Emergency Services performed by an out-of-network provider at an in-network health care facility; and (3) air ambulance services performed by an out-of-network provider.

The No Surprises Act includes special reimbursement rules that apply to Surprise Bills when determining the amount that the Plan is required to pay to the out-of-network provider. When these rules apply an out-of-network provider cannot directly bill you for amounts exceeding your cost-sharing amount (e.g., your Copay, Deductible, or Coinsurance).

Typically, out-of-network providers can bill you for the difference between what the Plan pays and what they charge—this is called balance billing. However, in certain situations—like emergency care or treatment at an in-network facility—balance billing is not allowed.

emergency services

If you have an emergency medical condition and receive emergency care from an out-of-network provider or facility, the most they can bill you is the health plan’s in-network cost-sharing amount. This protection also applies to services you may receive after you are in stable condition unless you give written consent and agree to waive your protection against balance billing for those post-stabilization services.

certain services at in-network hospitals or ambulatory surgical centers:

When you receive care at an in-network hospital or ambulatory surgical center, some of the providers involved in your care may still be out-of-network. In these cases, those providers can only bill you your plan’s in-network cost-sharing amount.

This protection applies to services such as emergency medicine, anesthesia, pathology, radiology, laboratory services, neonatology, assistant surgery, hospitalist care, or intensivist services. These providers cannot balance bill you and may not ask you to waive your protections.

If you receive other types of services at in-network facilities, out-of-network providers generally cannot balance bill you unless you give written consent and agree to waive your protections.

For the full disclosure notice, please refer to the RRBC portal. The federal phone number for information and complaints is 800-985-3059. Visit www.cms.gov/nosurprises/consumers for more information about your rights under federal law.

explanation of certain terms applicable to health care coverage

approved facility

A facility that has met criteria established by the carrier to provide certain services covered by the RRNA Welfare Plan. **The following are examples of facilities which must be approved by the applicable carrier for full benefits to be paid:**

- hospitals;
- skilled nursing facilities;
- residential treatment centers; and
- freestanding ambulatory surgical centers (“FASC”).

In addition, certain services are not payable under the RRNA Welfare Plan unless rendered by approved facilities or on approved equipment. Some services also must meet certain medical criteria.

If you have any doubts about the approved status of a facility or treatment program, you should contact the appropriate health care carrier before services are rendered.

birthday rule

If your children are covered under two parents’ plans, the plan of the parent whose birthday falls earlier in the calendar year pays benefits first. If both parents have the same birthday, the plan that has covered the family for a longer period of time will pay benefits first.

carrier

Any entity through which Welfare Plan coverage is administered or benefits are paid, including, but not limited to, a commercial insurance company, or a preferred provider organization.

coinsurance

Coinsurance is a percentage of the maximum allowed amount for a covered expense. For example, if the plan covers an in-network expense at 80%, you pay 20% of the maximum allowed amount. If the plan covers an out-of-network expense at 60%, you pay 40% of the maximum allowed amount plus the difference between the maximum allowed amount and the actual amount charged.

coordination of benefits (COB)

Your Anthem coverage may be coordinated with another insurance plan that covers you or your dependents. Anthem will pay benefits so that the total you receive from both plans reimburses you

for the maximum allowable expense. The combined benefits will not be more than the total expenses recognized under these plans. If children are covered under both parents' health plans, the [birthday rule](#) (see definition) is used to coordinate benefits.

copayment

A specific dollar amount that you pay to receive a covered service.

deductible

The amount that you must pay each year before the RRNA Welfare Plan begins paying for any covered medical services. There is an in-network deductible and an out-of-network deductible. The deductibles apply to the out-of-pocket maximums.

eligible dependents

You can enroll eligible dependents in certain plans offered under the RRNA Welfare Plan. The following family members qualify as "dependent" under the Program --

- your spouse (of the same or opposite sex);
- your domestic partner (of the same or opposite sex) with whom you have been living in a committed relationship for at least 12 months; and
- a biological, adopted, step or foster child of yours or your domestic partner through the end of the calendar month in which he/she reaches age 26.
- an unmarried child who becomes handicapped before age 26 and is incapable of self-support if you submit proof of the handicap to Anthem within 31 days of the date when coverage would otherwise stop. Coverage stops if the disability ends or when the child reaches age 65.
- a child who is entitled to benefits under the Program pursuant to a Qualified Medical Child Support Order (QMCSO) or National Medical Support Notice (NMSN).

Upon receipt of a QMCSO, the RRNA Welfare Plan is required to pay benefits directly to the child, the child's custodial parent or legal guardian, according to the order. You and the affected child will be notified if an order is received and about the procedures used to determine whether the order is qualified. These children must qualify as dependents under the RRNA Welfare Plan.

eligible charges/eligible expenses

Health care expenses are that covered under Anthem's group health plan; Mental Health and Alcohol/Substance Use Disorder expenses that are administered by Behavioral Health Resource Center; and pharmacy expenses that are administered by Express Scripts.

explanation of benefits

The forms the Claims Administrator sends you in response to the submittal of health claims for you or your dependents. You should always keep these forms because if you have any questions about how a bill was processed, you can refer to the explanation of benefits ("EOB"). It also serves as a record of charges that have been applied to your deductible.

formulary

This is a list of prescription drugs that have been evaluated and selected by Express Scripts clinical pharmacists for their therapeutic equivalency and efficacy. The formulary includes both brand-name and generic drugs and is periodically reviewed and modified by Express Scripts.

generic drug

This is a prescription drug that is not protected by trademark registration but is produced and sold under the chemical formulation name.

in-network (or network)

Those physicians, hospitals, and other health care providers who have entered into agreements with the carrier to provide health care to plan participants at negotiated rates.

inpatient

Admission to a hospital or other medical facility for treatment that requires an overnight stay.

maximum allowed amount

Also known as the “allowed amount” or the “negotiated rate,” it is the highest payment the health plan will pay for a covered services regardless of the provider's actual charge. This amount is determined by the carrier, based on what it considers to be the appropriate payment for a covered service, according to certain standards and considerations or a contracted amount agreed upon as payment in full by the carrier and provider. The carrier’s determination is conclusive. See more information in the [maximum allowed amount for health benefits](#) section.

medically necessary

A service or supply is medically necessary if the Claims Administrator determines that it is appropriate for the diagnosis, care, or treatment of the disease or injury involved.

To be appropriate, the service or supply must:

- be care or treatment, as likely to produce a significant positive outcome as, and no more likely to produce a negative outcome than, any alternative service or supply, both as to the disease or injury involved and the person’s overall health condition;
- be a diagnostic procedure, indicated by the health status of the person, and be as likely to result in information that could affect the course of treatment as, and no more likely to produce a negative outcome than, any alternative service or supply, both as to the disease or injury involved and the person’s overall health condition; and
- as to diagnosis, care and treatment be no more costly (taking into account all health expenses incurred in connection with the service or supply) than any alternative service or supply to meet the above tests.

The following services or supplies are not considered necessary:

- those that do not require the technical skills of a medical, mental health or dental professional;
or

- ❑ those provided mainly for the personal comfort or convenience of the person, any person who cares for him or her, any person who is part of his or her family, any health care provider or health care facility;
- ❑ those provided only because the person is an inpatient on any day when the person’s disease or injury could safely and adequately be diagnosed or treated while not confined as an inpatient; or
- ❑ those provided only because of the setting, if the service or supply could safely and adequately be furnished in a physician’s or a dentist’s office or other less costly setting.

out-of-network (or non-network)

Those physicians, hospitals, and other health care providers of your choice who have not entered into agreements with Anthem or other plan carrier.

out-of-pocket maximum

The maximum amount per calendar year that you would have to pay before the RRNA Welfare Plan begins paying at 100% of the **maximum allowed amount** for the rest of the calendar year. Each January 1, you start over with a new out-of-pocket maximum. There are separate out-of-pocket maximums for services provided in-network and services provided out-of-network.

outpatient

Admission to a medical facility for treatment in which the patient is released the same day.

precertification

A requirement for doctors and/or hospitals to obtain prior approval of all non-emergency, non-maternity hospitalizations and certain other services. Enrollees also may request precertification. For more details, see the [precertification](#) topic.

Failure to pre-certify an inpatient hospital admission or mental health or substance use disorder treatment will result in a reduction in benefits. If you use a network physician, that physician is responsible for the precertification of your admission. However, if you use a non-network provider, pre-certification is your responsibility.

provider

A person (such as a doctor) or a facility (such as a hospital) that provides health care services. Providers are considered to be in-network when they have signed an agreement with the carrier to accept as “payment in full” the amount which the carrier determines to be an appropriate charge for services rendered. **You should use in-network providers, whenever possible for a higher benefit level and to limit the likelihood of having to pay for charges in excess of the carrier’s maximum allowed amount.**

You may be uncertain about the participating status, or whether there is any need for participation, by a health care provider in your area. If in doubt, contact the appropriate carrier before services are rendered.

consolidated omnibus budget reconciliation act (COBRA) continuation coverage

The Consolidated Omnibus Budget Reconciliation Act of 1985 (“COBRA”), as amended, generally provides certain employees and dependents the opportunity to continue group health care coverage when eligibility otherwise would end because of a qualifying life event under the RRNA Welfare Plan. This is called COBRA Continuation Coverage.

COBRA Continuation Coverage must be offered to each person who is a “qualified beneficiary.” You, your spouse and your Dependent children could become qualified beneficiaries if coverage under the Plan is lost because of a qualifying event. Under the Plan, qualified beneficiaries who elect COBRA Continuation Coverage must pay for that coverage. In general, the permitted COBRA rate is 102% of the total premium cost for the elected coverage.

For COBRA purposes, a “loss of coverage” means any change in the terms or conditions of your coverage. This notice is intended to inform you, in a summary fashion, of your rights and obligations under COBRA. Both you and your spouse, if applicable, should take the time to read this notice carefully.

when COBRA applies

COBRA applies to you if you have coverage as an active employee, as an employee on disability leave, or as a dependent of an active employee or an employee on disability leave.

employee information

As an employee, you have a right to choose COBRA Continuation Coverage if you “lose” your group health coverage because of (1) a reduction in your hours of employment, or (2) the termination of your employment (for reasons other than gross misconduct on your part).

spouse information

If you are the spouse of a covered employee, you have the right to choose COBRA Continuation Coverage if you lose group health coverage for any of the following reasons:

- the death of your spouse;
- a termination of your spouse’s employment (for reasons other than gross misconduct) or reduction in your spouse’s hours of employment sufficient to cause a loss of coverage(s);
- divorce or legal separation from your spouse (in either case, timely notice should be provided to Rolls- Royce Corporation); or
- your spouse becomes entitled to Medicare.

dependent children information

In the case of a dependent child of a covered employee (including a dependent child who is born to or adopted by the covered employee while he or she has COBRA coverage), the child has the right to COBRA Continuation Coverage if the dependent’s group health coverage is lost for any of the following reasons:

- the death of the covered employee;

- the termination of the covered employee’s employment (for reasons other than gross misconduct) or reduction in the hours of employment sufficient to cause a loss of coverage(s);
- parents’ divorce or legal separation (in either case timely notice should be provided to Rolls-Royce Corporation);
- the dependent ceases to be a “dependent child,” under the terms of the RRNA Welfare Plan; or
- the covered employee becomes entitled to Medicare.

notifying the union benefits representative of a qualifying event

You (or your qualified beneficiaries) are responsible for notifying the Union Benefits Representative of the following qualifying events:

- you and your spouse become divorced or legally separated; or
- your dependent child loses his or her eligibility for coverage under the RRNA Welfare Plan as a dependent child.

In general, you will be required to identify (i) you and your qualified beneficiaries, (ii) the health plan in which you are enrolled, (iii) the event involved and (iv) the date that event took place. The Plan administrator also may require that additional information be provided concerning the event. The requested information must be promptly provided to ensure that the notice is effective.

If notice (or any required information) is not provided as explained above, COBRA continuation coverage will not be available.

The Company is responsible for providing notice to the COBRA Administrator for the other qualifying events — basically, your death, termination of employment, reduction in hours of employment, or entitlement to Medicare benefits.

election of COBRA continuation coverage

Under the law, you or your dependent(s) have 60 days from the later of the date you (1) would lose coverage, or (2) are notified of your rights, to inform the COBRA Administrator that you want COBRA Continuation Coverage.

Each qualified beneficiary may separately elect such coverage. For example, upon your termination of employment, your spouse or dependent child is entitled to elect to continue coverage even if you do not elect to do so.

In addition, you may add a dependent child born to or adopted by you to your COBRA coverage. To do so, you must timely notify the COBRA Administrator.

If you or your qualified beneficiaries elect to continue coverage, coverage begins the day after benefits end under the RRNA Welfare Plan, provided that you pay the required premium. Any claims incurred during the election period will not be paid unless or until the continuation coverage is elected and you pay the required premium. The initial premium must be paid on or before the 45th day after the election of continuation coverage. *If continuation coverage is not elected for the RRNA Welfare Plan within the required 60-day election period, eligibility for coverage will end.*

COBRA maximum coverage period

COBRA continuation coverage is a temporary continuation of coverage. The maximum period of coverage for each qualifying event is as follows:

When the qualifying event is your death, your becoming entitled to Medicare benefits (under Part A, Part B, or both), your divorce or legal separation, or your dependent child's losing eligibility as such, COBRA continuation coverage is generally available for up to 36 months from the date the event occurred.

When the qualifying event is the end of your employment or a reduction in your hours of employment, you and your other qualified beneficiaries are entitled to elect COBRA continuation coverage for up to 18 months from the date the event occurred. This 18-month period may be extended in the following three situations:

Disability extension. If you or any of your dependents who have COBRA coverage is determined by the Social Security Administration ("SSA") to be disabled, you and your other covered family members may be entitled to elect up to an additional 11 months of COBRA continuation coverage, for a total of 29 months. To be eligible for this extension, SSA must determine that the disabled person became disabled before the 60th day of COBRA continuation coverage. To obtain this extension, you must notify Rolls-Royce Corporation of SSA's determination (as described above under [notifying the union benefits representative of a qualifying event](#)) within 60 days of that determination and before the end of the initial 18-month coverage period. If SSA later determines that you or your dependent is no longer disabled during the 11-month extension period, any COBRA coverage you and your family members have at the time will be terminated. You must notify the Plan administrator (as described above) of such a determination within 30 days.

- ❑ *Second qualifying event extension.* If a covered family member has a second qualifying event during the initial 18-month COBRA coverage period, the family member may be entitled to elect up to an 18 additional months of coverage (for a maximum of 36 months). To obtain this extension, notice of the second qualifying event must be given to Rolls-Royce Corporation (as described above under the section titled [notifying the union benefits representative of a qualifying event](#)). This extension is available for the following qualified events: Your death, your divorce or legal separation, or a dependent child ceases to be eligible as a "dependent" under the RRNA Welfare Plan, but *only if* the second qualifying event would have caused the family member involved to lose Welfare Plan coverage had the first qualifying event not happened.
- ❑ *Medicare eligibility extension.* If you became entitled to Medicare benefits within 18 months before your termination or reduction in hours, your qualified beneficiaries may be entitled to elect up to 36 months of continuation coverage from the date of Medicare entitlement. For example, if you become entitled to Medicare eight months before the date on which your employment ends, COBRA continuation coverage would be available to your spouse and children for up to 36 months after the date of your Medicare entitlement (or 28 months from the date of your termination).

cost of COBRA coverage

If you elect COBRA coverage, you and each qualified beneficiary will have to pay for the entire cost of coverage, plus a 2% administration charge (102% of the full premium). If you are entitled to 11-month extension for disability, you will have to pay 150% for any month after the 18th month of

continuation coverage. The cost of COBRA coverage will be 102% or 150%, as applicable, of the total monthly premium cost for the coverage that you or your family members elected.

You will also pay any coinsurance, deductibles or sanctions required under the rules of the RRNA Welfare Plan.

when COBRA coverage ends

The right to continue coverage can last no longer than the “maximum coverage period” described above. However, your right to coverage continuation may end earlier on account of any of the following: Rolls-Royce Corporation no longer provides group health coverage to any of its employees;

- the contribution rate for the COBRA Continuation Coverage is not paid;
- the individual becomes covered under another group health plan; or
- the individual becomes eligible for Medicare.

If you have any questions or if you have changed marital status, please contact your Union Benefit Representative as soon as possible.

other coverage options besides COBRA continuation coverage

Instead of enrolling in COBRA continuation coverage, there may be other more affordable coverage options for you and your family through the Health Insurance Marketplace (“Marketplace”), Medicaid, or other group health plan coverage options (such as a spouse’s plan) through what is called a “special enrollment period.” Some of these options may cost less than COBRA continuation coverage.

You should compare your other coverage options with COBRA continuation coverage and choose the coverage that is best for you. For example, if you move to other coverage, you may pay more out of pocket than you would under COBRA because the new coverage may impose a new deductible.

When you lose job-based health coverage, it’s important that you choose carefully between COBRA continuation coverage and other coverage options, because once you’ve made your choice, it can be difficult or impossible to switch to another coverage option.

switching between the marketplace and COBRA

If you sign up for COBRA continuation coverage, you can switch to a plan through the Marketplace during a Marketplace open enrollment period. You can also stop your COBRA continuation coverage early and switch to a Marketplace plan if you have another qualifying event such as marriage or birth of a child through something called a “special enrollment period.” But be careful though - if you terminate your COBRA continuation coverage early without another qualifying event, you’ll have to wait to enroll in Marketplace coverage until the next open enrollment period and could end up without any health coverage in the interim.

Once you’ve exhausted your COBRA continuation coverage and the coverage expires, you’ll be eligible to enroll in Marketplace coverage through a special enrollment period, even if Marketplace open enrollment has ended.

If you sign up for Marketplace coverage instead of COBRA continuation coverage, you cannot switch to COBRA continuation coverage under any circumstances.

health care coverage during uniformed services leave

Under the Uniformed Services Employment and Reemployment Rights Act of 1994 (“USERRA”), you and your covered dependents will be entitled to elect COBRA coverage the same as if you had experienced one of the “qualifying events” as described above.

You are eligible if you are unable to work at least 30 hours per week for more than six months because of duty in the “Uniformed Services.” Uniformed Services are the Armed Forces; the Army National Guard and the Air Force National Guard when engaged in active duty training, inactive duty training, or full-time National Guard duty; the commissioned corps of the Public Health Service; and other categories of personnel designated by the President of the United States in time of war or emergency.

USERRA coverage for you and your dependents ends on the earliest of the following dates:

- the last day of the 24-month period beginning on the date your absence begins.
- the date your reemployment rights end (i.e., the day after the date on which you fail to apply for a return to a position of employment with the Company).
- the date you fail to make a required USERRA premium payment.

All rights guaranteed by USERRA are dependent on the Uniformed Service ending honorably. In general, the rights guaranteed by USERRA do not apply if the aggregate length of your military leave exceeds five years.

health care coverage during FMLA leave

If you take family or medical leave under the terms of the Family and Medical Leave Act of 1993 (“FMLA”), you may have the option to continue coverage during your absence or suspend coverage while you are on leave. If you choose to continue coverage during your absence, you and your dependents will be covered under the RRNA Welfare Plan while you are absent from work provided you continue to pay the required monthly premiums. This coverage will continue as if you were actively working until the earlier of the expiration date of your FMLA leave, the date you discontinue to pay for the coverage or the date you give notice to the Company that you will not return from your leave. If you do not choose to continue (or otherwise cease) such coverage on FMLA leave, you may elect to resume coverage upon your timely return from FMLA leave.

The information contained in this guide is a brief summary of various benefit programs under the applicable Welfare Plan. It is not intended to describe these benefits fully or to serve as a guarantee of plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions.

SECTION 3 — MEDICAL

You may choose from three medical plan options, all consumer-driven health plans (CDHP) and administered by Blue Cross Blue Shield. All plan options offer the same services and access to Anthem’s national PPO provider network. All plans offer Mental Health and Substance Use disorder coverage through the Behavioral Health Resource Center network.

Each plan option has different premium rates, deductibles, coinsurance amounts and out-of-pocket maximums. You automatically have prescription drug coverage through Express Scripts when you enroll in one of the medical plan options offered through the RRNA Welfare Plan.

Each option has an annual deductible, coinsurance and annual out-of-pocket maximum. After the annual deductible, you and the Plan share the cost of your expenses (coinsurance). Once you meet your out-of-pocket maximum, the plan pays 100% for any additional eligible expenses for the rest of the plan year.

All the plan options are considered a High Deductible Health Plan (“HDHP”); therefore, eligible participants may also contribute to a Health Savings Account (“HSA”).

If you elect to enroll in one of the medical plans offered as part of the RRNA Welfare Plan, the Company will contribute to an HSA for eligible participants. Refer to the [health saving account](#) section to learn how an HSA works, including the tax advantages and eligibility requirements.

You should consider different variables, such as the deductible, coinsurance, out-of-pocket maximum and your payroll deduction when choosing your medical plan. For example, would you prefer to pay less each week and pay more when you receive care — or vice versa? The high-level comparison of the plans below can help. You should also refer to the Summary of Benefits and Coverage (SBC) and the Anthem Benefits Booklet for each plan option. These documents are available at RRbenefitscenter.com.

how the medical plans work

All plan options provide comprehensive coverage, including doctor visits, hospital and surgical services, diabetes treatment, behavioral health services and prescription drugs. Certain preventive care such as physical exams and immunizations are free of charge. As with most health plans though, any related deductibles, copayments, coinsurance, per admission deductibles, non-covered services, non-network charges over and above the allowed amount, amounts above the plan limitations, and fees associated with not certifying non-network hospital admissions, are the responsibility of the member.

Under this plan, you have the freedom to choose your doctor or health care facility when you need health care. How that care is covered and how much you pay for your care out of your pocket depends on whether the expense is covered by the plan and whether you choose an **in-network provider** or an **out-of-network provider**.

cost of coverage

You and the Company share in the cost of the health care plan. Your share of the cost is paid with pre-tax employee contributions — called premiums. Your contribution amount depends on three factors:

- Which health plan option you choose;

- Which dependents you cover; and
- Whether or not you (and/or your covered spouse/domestic partner) use tobacco.

Your contributions are deducted from your paychecks on a before-tax basis (except as required by law for a covered domestic partner and his or her dependent premiums). Before-tax dollars come out of your pay before federal income and Social Security taxes are withheld - and in most states, before state and local taxes are withheld. This gives your contributions a special tax advantage and lowers the actual cost to you.

If you enroll a domestic partner on your health plan, the cost for any coverage you elect for your domestic partner (or their dependents) will be deducted on an *after-tax* basis. In addition, the Company's share of the cost is, under federal tax laws, taxable to you.

Plan rates — weekly employee contributions*

Coverage Level	Premium Care		Core Care		Basic Care	
	2025	2026	2025	2026	2025	2026
You only	\$50.06	\$53.48	\$31.14	\$32.49	\$16.77	\$17.23
You + Spouse or Domestic Partner	\$117.26	\$123.56	\$75.35	\$79.48	\$39.30	\$41.40
You + Child(ren)	\$97.98	\$103.53	\$62.43	\$65.75	\$31.35	\$33.11
You + Family	\$163.39	\$172.39	\$103.53	\$109.41	\$52.02	\$55.01

*Amounts shown do not reflect the duplicate medical coverage surcharge or the tobacco-free medical coverage credit.

The plan rates are subject to change at the beginning of each calendar year to reflect changes in premium charges.

duplicate medical coverage surcharge

If your spouse or domestic partner has access to medical coverage through his or her employer, yet chooses to participate in a Rolls-Royce health plan, you will be subject to a surcharge. The medical plan surcharge is \$1,200 per year. This is in addition to your medical plan premiums.

You will be subject to the \$1,200 annual surcharge if:

- your spouse is employed (by someone other than Rolls-Royce); and
- your spouse is eligible for coverage through his or her employer (other than through self-employment), and
- your spouse has declined the medical coverage available through his or her employer.

tobacco-free medical coverage credit

Rolls-Royce is continuing to support your desire to remain tobacco-free.

You can receive a \$500 credit toward your medical contribution if you certify your commitment to be a tobacco-free household. To receive this credit, you must certify that:

- no one in your household uses tobacco products, including e-cigarettes;

- your household has been tobacco-free for at least the past six months; and
- while benefiting from the tobacco-free credit, no one in your household will use any tobacco products.

You must be enrolled in one of the Anthem medical options offered by Rolls-Royce to receive this credit. To certify your commitment to be a tobacco-free household, go to RRbenefitscenter.com.

If you are unable to certify as tobacco free, you may still be eligible for this credit if you or your eligible dependents enroll in and complete the UBreathe Tobacco Cessation Program. Contact UBreathe at 800-882-2109 or email a coach at coaching@mywellportal.com for more details on the program and to enroll. In addition, if you think you might be unable to meet either of the above standards, you might qualify for an opportunity to earn this same reward by different means. Contact the Rolls-Royce Benefits Center at (844) 625-5900 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

provider network

You and your covered family members receive care from doctors and facilities that belong to the Anthem PPO network. These providers are called “in-network providers.” To be selected as a network provider, a doctor or other health care provider must meet certain standards in a process called credentialing. The credentialing process looks at factors such as education, residency, board certification and licensing, and admitting privileges to determine whether or not a provider may participate in the network.

The providers in the network represent a wide range of services from basic, routine care (general practitioners, pediatricians, internists) to specialty care (OB/GYNs, cardiologists, urologists), to health care facilities (hospitals, skilled nursing facilities). When they join the network, the providers agree to provide services or supplies at negotiated charges.

When you enroll in the plan, you can access a directory of doctors and other providers who belong to the network. The directories are available by calling Anthem Customer Service or online at anthem.com.

Important note: doctors and other health care providers join and leave the network from time to time, so the provider directory may not contain the very latest information. You should confirm whether your provider is in the network before receiving services.

using in-network and out-of-network providers

When you need care, you have a choice. You can select a doctor or facility that belongs to the network (an in-network provider) or one that does not belong to the network (an out-of-network provider).

- If you use an in-network provider***, you’ll pay less out of your own pocket for your care. You won’t have to fill out claim forms, because your in-network provider will file claims for you. You won’t have to call for precertification of benefits because your in-network provider will make that call for you.
- If you use an out-of-network provider***, you’ll pay more out of your *own* pocket for your care. You’ll be required to file your own claims and make the telephone call for any required precertification of benefits.

- ❑ Further information regarding in-network and out-of-network *pharmacies* is available from Express Scripts. You can access information on the internet at express-scripts.com or by calling Express Scripts at (800) 987-5248.

This summary shows how the RRNA Welfare Plan's level of coverage differs when you use in-network versus out-of-network providers. In most cases, you save money when you use in-network providers.

Important: All benefit maximums shown in *what the plan covers* are combined maximums between in-network and out-of-network care unless stated otherwise.

your primary care physician (PCP)

You may decide to choose a primary care physician ("PCP") for routine care such as checkups, health screenings and care for everyday health problems. A PCP can be a general practitioner, family practitioner, internist or pediatrician. You can choose a different PCP for each member of the family if you like. And you can change your PCP at any time.

You are not required to choose a PCP. But it's a good idea to have a PCP as your personal health care manager. He or she gets to know you and your special needs or problems and keeps all the records for your care. Your PCP can also recommend a specialist when you need care that he or she can't provide. This can be very helpful since it's often difficult to choose the right specialist.

specialists

Specialists are doctors such as OB/GYNs, oncologists, cardiologists, allergists, chiropractors, neurologists or podiatrists. When you need specialty care, you can make an appointment directly with any network specialist. No referral is required.

If you decide to choose a PCP, he or she can help you find the right specialist when you need one.

centers of excellence

Centers of Excellence are hospitals and facilities that have been vetted and designated as high quality providers based on many factors including surgical outcomes, complication rates and re-admissions. Through Anthem, these high quality facilities and providers make up their **Blue Distinction Specialty Care**, which includes two levels of recognition. 1) **Blue Distinction Centers** that are healthcare facilities and providers recognized for their expertise in delivering specialty care; and 2) **Blue Distinction Centers+** that are healthcare facilities and providers evaluated on cost as well.

For certain procedures, you may be required to use a **Blue Distinction Centers or Blue Distinction Centers+** provider or other center of excellence. Please contact Anthem for more details.

deductible

Before the RRNA Welfare Plan begins to pay for eligible medical benefits, you must first meet the annual deductible shown below:

2025/2026 Annual Deductibles ¹						
coverage level	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
You Only ²	\$2,000	\$2,700	\$2,500	\$3,000	\$3,000	\$4,000
You + Family ³	\$4,000	\$5,400	\$5,000	\$6,000	\$6,000	\$8,000 ⁴ (\$7,150 beginning in 2026)

¹ The annual deductibles are subject to change for plan years 2027 through 2030.

² The annual deductible doesn't apply to in-network preventive care.

³ Family consists of two or more people.

⁴ For 2025, out-of-pocket amounts you pay for covered expenses that count toward the applicable annual deductible (In-Network or Out-of-Network) and exceed \$7,150 are eligible for reimbursement. Contact your Union Benefits Representatives for information on obtaining reimbursement.

If you have individual coverage, the plan will begin paying benefits after you have met your individual deductible. If you have family coverage, the plan will begin paying benefits once your family deductible has been met. The required annual deductible applies toward the out-of-pocket maximum.

The annual deductible does not apply to preventive (wellness) care or preventive medications (see below). Note also that charges for out-of-network care that are in excess of the maximum allowed amount may not be applied to satisfy the annual out-of-network deductible.

out-of-pocket maximum

The plan puts a limit on the dollar amount you must pay for covered expenses out of your own pocket – called the out-of-pocket maximum. Once your share of covered medical expenses reaches the individual or family out-of-pocket maximum, the plan pays 100% of maximum allowed amount covered expenses for the rest of the calendar year. Each January 1, you start over with a new out-of-pocket maximum.

The out-of-pocket maximums for 2025 and 2026 are shown below and on the following page:

2025 Out-of-Pocket Maximums						
coverage Level	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
You Only	\$4,000	\$7,000	\$5,000	\$8,000*	\$5,500	\$9,000*
You + Family	\$8,000*	\$14,000*	\$10,000*	\$16,000*	\$11,000*	\$18,000*

*Note: For 2025, out-of-pocket amounts you pay for covered expenses that count toward the applicable out-of-pocket limit above (In-Network and Out-of-Network) and exceed \$7,150 are eligible

for reimbursement. In addition, the “You + Family” coverage level under the Core Care and Basic Care Plans includes both an overall family in-network out-of-pocket maximum (\$11,000 for Basic Care and \$10,000 for Core Care) and an individual in-network out-of-pocket maximum of \$9,200. Contact your Union Benefits Representatives for information on obtaining reimbursement.

2026 Out-of-Pocket Maximums						
coverage Level	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
You Only	\$4,000	\$7,000	\$5,000	\$7,150	\$5,500	\$7,150
You + Family	\$7,150	\$7,150	\$7,150	\$7,150	\$7,150	\$7,150

The Plan does not apply the following expenses when determining your out-of-pocket maximum:

- charges in excess of maximum allowed amount for out-of-network benefits; and
- charges that are not covered by the Plan.

The RRNA Welfare Plan does not have a lifetime maximum for benefit coverage. However, some specific plan provisions include annual or lifetime maximums for particular covered services.

coinsurance

Coinurance is the percentage of eligible expenses that you are responsible for paying. Coinsurance is a fixed percentage that applies to certain covered services after you meet the annual deductible.

The table below illustrates your coinsurance under each Plan for common covered services.

coinsurance after deductible	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
you pay	10%	30%	20%	40%	30%	50%
the Plan pays	90%	70%	80%	60%	70%	50%

The Plan pays 100% of eligible expenses for in-network preventive exams for you and your eligible dependents. Refer to the [preventive care](#) section for more information.

plan highlights

This table provides an overview of each Plan’s coverage levels and your coinsurance. For the purpose of this section, “the Plan” means the Premium Core HSA, Core Care HSA and Basic Care HSA plans. Refer to the [additional coverage details](#) section for more information.

Covered Health Services	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
Acupuncture	Not covered	Not covered	Not covered	Not covered	Not covered	Not covered
Allergy Testing and Treatment	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible

Covered Health Services	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
Ambulance Services Emergency (when Medically Necessary)	10% after meeting deductible	10% after meeting in-network deductible	20% after meeting deductible	20% after meeting in-network deductible	30% after meeting deductible	30% after meeting in-network deductible
Non-Emergency See additional coverage details for limits.	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Clinical Trials See additional coverage details for more information.	Benefits are determined by the type of facility or location where the Covered Services are provided.					
Dental & Oral Surgery / TMJ Services Accidental Injury to Natural Teeth	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Oral Surgery/TMJ See additional coverage details for limits.	Benefits are determined by the type of facility or location where the Covered Services are provided.					
Diagnostic Physician's Services Office Visits	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Diagnostic X-ray and Lab – office or independent lab	10% after meeting deductible	Covered – at benefit level of services billed	20% after meeting deductible	Covered – at benefit level of services billed	30% after meeting deductible	Covered – at benefit level of services billed
Emergency Room and Urgent Care - emergency See surprise medical bills for important information.	10% after meeting deductible	10% after meeting in-network deductible	20% after meeting deductible	20% after meeting in-network deductible	30% after meeting deductible	30% after meeting in-network deductible
- non-emergency See additional coverage details .	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
- urgent care clinic	Covered – at benefit level of services billed	Covered – at benefit level of services billed	Covered – at benefit level of services billed	Covered – at benefit level of services billed	Covered – at benefit level of services billed	Covered – at benefit level of services billed
Cellular and Gene Therapy precertification required	Benefits are determined by the type of facility or location where the Covered Services are provided.					
Home Healthcare Services Benefits are limited to 120 visits per calendar year combined in- and out-of-network	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Private duty nursing See additional coverage details for limits	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Hospice Care Services See additional coverage details for limits.	10% after meeting deductible	10% after meeting deductible	20% after meeting deductible	20% after meeting deductible	30% after meeting deductible	30% after meeting deductible

Covered Health Services	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
Hospital Inpatient Services – precertification required - room and board (semiprivate or ICU/CCU)	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
- hospital services and supplies	10% after meeting deductible	Covered at the In-Network benefit level of the services billed	20% after meeting deductible	Covered at the In-Network benefit level of the services billed	30% after meeting deductible	Covered at the In-Network benefit level of the services billed
- pre admission testing See additional coverage details for limits.	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Physician Services - Anesthesiologist - Assistant Surgeon - Radiologist - Emergency Services - Pathologist	10% after meeting deductible	Covered – At the INN benefit level	20% after meeting deductible	Covered – At the INN benefit level	30% after meeting deductible	Covered – At the INN benefit level
- Surgeon	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Maternity Care & Other Reproductive Services Precertification required for newborn stays in the hospital after the mother is discharged, as well as any stays exceeding 48 hours for a vaginal delivery or 96 hours for a cesarean section. See additional coverage details for limits.	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Infertility Services - Covered for diagnosis and treatment of an underlying medical condition	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed
- infertility treatment (Artificial Insemination / Invitro Fertilization) (mandatory enrollment in WINFertility) See additional coverage details for limits.	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Abortion (therapeutic and voluntary termination of pregnancy)	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible

Covered Health Services	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
Sterilization Services (Precertification required for inpatient procedures)	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Medical Supplies and Equipment - medical supplies - durable medical equipment (DME) - purchase and rentals (includes glasses or contact lenses after cataract surgery) See additional coverage details	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	30% after meeting deductible
- prosthetics & orthotics	10% after meeting deductible	10% after meeting deductible	20% after meeting deductible	20% after meeting deductible	30% after meeting deductible	30% after meeting deductible
- wigs/toupees (needed after cancer treatment)	10% after meeting deductible	10% after meeting deductible	20% after meeting deductible	20% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Mental Healthcare / Substance Use Disorder - hospital inpatient Services - outpatient services - mental health / substance use disorder facility - residential treatment facility - physician services (in person and/or virtual) - telehealth (using computer, smartphone, tablet) - telephonic (using audio only / telephone) -applied behavioral analysis (ABA) therapy See additional coverage details for limits.	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
- virtual visits from virtual care-only providers (mental health and substance use disorder)	10% after meeting deductible	N/A	20% after meeting deductible	N/A	30% after meeting deductible	N/A
Nutritional Counseling (Non-Diabetic) (Non-Mental Health)	Not covered					

Covered Health Services	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
Nutritional Counseling for Diabetes	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Outpatient Hospital / Facility Services - outpatient facility -lab and x-ray services - outpatient physician services - office surgery - prescription injectables / prescription drugs administered in the physician's office	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
- including anesthesia See additional coverage details for limits.	10% after meeting deductible	Covered - At the In Network benefit level of the services billed	20% after meeting deductible	Covered - At the In Network benefit level of the services billed	30% after meeting deductible	Covered - At the In Network benefit level of the services billed
Physician's Services (Home and Office Visits) - office visits - telehealth / telephonic consultations	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
- virtual primary care visits (with Primary Care Providers through Sydney Health mobile app) - virtual visits from virtual care-only providers (Medical and Specialty Services)	10% after meeting deductible	N/A	20% after meeting deductible	N/A	30% after meeting deductible	N/A
- online wellness (includes lactation consultation)	Covered in full	Not covered	Covered in full	Not covered	Covered in full	Not covered
Preventive Care Services See additional coverage details for limits.	Covered in full	Not covered	Covered in full	Not covered	Covered in full	Not covered
Skilled Nursing Facility See additional coverage details for limits.	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Surgical Services See additional coverage details for limits.	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible
Gender-Affirming Surgery and Services	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed	Covered at the benefit level of the services billed

Covered Health Services	Premium Care		Core Care		Basic Care	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
Bariatric Surgery See additional coverage details for limits.	10% after meeting deductible	Not covered	20% after meeting deductible	Not covered	30% after meeting deductible	Not covered
Therapy Services (outpatient) - physical, occupational or speech therapy - cardiac rehabilitation - manipulation therapy (20 visit max per calendar year, combined in- and out-of-network) - radiation therapy - chemotherapy therapy - respiratory therapy - vision therapy	10% after meeting deductible	30% after meeting deductible	20% after meeting deductible	40% after meeting deductible	30% after meeting deductible	50% after meeting deductible

additional coverage details

This section supplements the [plan highlights](#) table above. This section includes descriptions of certain benefits and any additional limitations that may apply. However, to confirm coverage for you or a covered family member, you should contact Anthem customer service.

ambulance services

The Plan covers emergency and certain non-emergency ambulance services when medically necessary.

ambulance services — emergency only

The Plan covers Benefits for emergency ambulance transportation by a licensed ambulance service from your home or the scene of the accident to the nearest hospital or approved facility where emergency health services can be performed regardless of the whether the facility is in-network or out-of-network. Air ambulance services are only covered when ground or water transportation is not appropriate due to your medical condition.

ambulance services — non-emergency

The Plan covers Benefits for non-emergency transportation by professional ambulance (not including air ambulance) for situations that are not life-threatening (e.g., scheduled appointments like dialysis, chemotherapy, or physical therapy, as well as transportation from a hospital to home after discharge, or transfers between medical facilities (e.g., hospital-to-hospital). Non-emergency air ambulance services between medical facilities requires precertification.

benefit coverage while outside the united states

If you receive medical treatment while outside the United States, eligible emergencies will be covered at the in-network coverage level. You can also access providers around the world through the Blue Cross Blue Shield Global[®] Core program. To learn more or to access care call the Blue Cross Blue Shield Global Core[®] Service Center at (800) 810-2583.

clinical trials

The Plan covers routine patient care costs if you participate in an approved clinical trial for cancer or other life-threatening conditions, as long as the services are normally covered under the Plan. Benefits are limited to federally funded trials approved by certain organizations, such as The National Institutes of Health, Centers for Disease Control and Prevention or the Centers for Medicare & Medicaid Services. Please refer to the Anthem booklet for a complete list. You may need to use a network provider to get the highest level of benefits.

oral surgery

The Plan covers specific oral and facial surgeries, such as treatment for jaw fractures, dislocations, TMJ or myofascial pain, and removal of impacted teeth. Certain oral surgeries such as orthognathic surgery to restore jaw function, and oral surgery to correct accidental injuries to natural teeth are also covered.

durable medical equipment, medical devices, and supplies

The Plan covers the rental charge up to the purchase price of durable medical equipment, orthotics, prosthetics, devices, supplies, and wigs. In addition to meeting criteria for medical necessity, and applicable precertification requirements, the equipment must also be used to improve the functions of a malformed part of the body or to prevent or slow further decline of the covered individual's medical condition. The Plan's reimbursement for such equipment will be based on the maximum allowed amount for a standard item that is medically necessary to meet your needs. If you choose an item with extra features beyond what is medically necessary, the Plan will only pay up to the cost of the standard item, and you'll be responsible for paying the difference. Please refer to the Anthem booklet for a complete list of criteria.

emergency services

Whether you or your covered dependents are at home or away from home, the Plan covers medical emergencies. A medical emergency is defined as the onset of a serious, possibly life-threatening condition or symptom resulting from injury, sickness or mental illness with acute symptoms of severity or severe pain that a prudent layperson who possesses an average knowledge of health and medicine could reasonably expect the absence of immediate medical attention to result in:

- Placing health in serious jeopardy, including, with respect to a pregnant woman, the health of the woman or her unborn child;
- Serious impairment to bodily functions;
- Serious dysfunction of any bodily organ or part; or
- Other serious medical consequences.

Note: Please call Anthem Customer Service at (888) 823-8576 for answers to any specific questions.

Out-of-network services for medical emergencies are covered at the same level as in in-network emergency services obtained at any emergency room or urgent care center.

gender-affirming surgery and services

The Plan provides benefits for many services and supplies for gender affirming surgery and services for covered individuals who have been diagnosed with Gender Dysphoria. The applicable deductibles,

out-of-pocket maximums and coinsurance apply. Covered Services include, but are not limited to, mental health benefits, medical visits or laboratory services, and reconstructive surgical procedures related to gender reassignment (including reconstructive chest, breast, and genital procedures).

Please contact Anthem prior to any services being performed, for more detailed information about these services, coverage, requirements and exclusions.

home health care services

The Plan covers benefits for the following covered services received from a home healthcare service/provider:

- visits from a Registered Nurse (RN) or Licensed Practical Nurse (LPN)—unless the nurse is a family member,
- visits from a qualified physiotherapist or speech therapist and by a certified inhalation therapist,
- visits to provide services and/or supplies of a licensed medical social services worker to help you understand and cope with the emotional, social, or environmental resulting from or affecting your illness,
- visits by a home health nursing aide under the direct supervision of an RN,
- medically necessary nutritional guidance, and
- oxygen and its administration.

Benefits are limited to 120 visits per calendar year and may require precertification.

The Plan excludes coverage for the following:

- food, housing, homemaker or sitter services, or home-delivered meals,
- home health services of a non-skilled level of care or that are not medically necessary,
- services and/or supplies which are not included in the home healthcare plan as described,
- services of someone who lives with you or is a family member,
- services when you are not under a doctor's care,
- custodial or recovery care that does not require skilled services or services are only rendered to aid with daily living (i.e., for your convenience),
- any supplies or services not expressly covered under the Plan,
- routine newborn care or exams, and
- dietitian services, hemodialysis treatment, or dialysis equipment.

Contact Anthem Customer Service at (888) 823-8576 for more information on certain limitations and exclusions for home health care benefits.

hospice care

The Plan pays benefits for hospice care if your physician and the Hospice medical director certify that you are terminally ill and likely have less than 12 months to live.

Hospice care includes physical, psychological, social, respite and spiritual care for the terminally ill person, and short-term grief counseling for immediate family members. Benefits are available only when hospice care is received from a licensed hospice agency, which can include a hospital. Covered expenses include:

- care from coordinated by an interdisciplinary team with the development and maintenance of an appropriate care plan,
- short-term in-patient hospital care during a crisis or respite care,
- skilled nursing, home health aide services, and homemaker services given by or supervised by a registered nurse,
- social services and counseling services from a licensed social worker,
- nutritional support (like feeding tubes or IV feeding),
- physical, occupational, speech, and respiratory therapy given by a licensed therapist,
- medications, medical equipment, and supplies needed for symptom relief (including oxygen and related respiratory therapy supplies), and
- bereavement (grief) services, including a review of the needs of the bereaved family and the development of a care plan to meet those needs, both before and after the covered individual's death. Bereavement services are available to the patient and those individuals who are closely linked to the patient, including the immediate family, the primary or designated care giver, and individuals with significant personal ties for one year after the patient's death.

infertility services

The Plan covers services for the diagnosis and treatment of infertility. Covered services include diagnostic and exploratory procedures to determine whether you or your spouse or domestic partner suffer from infertility. The Plan covers surgical procedures to correct any diagnosed disease or condition affecting the reproductive organs (e.g., endometriosis, collapsed/clogged fallopian tubes, or testicular failure).

Fertility Treatment

The Plan also covers fertilization services including: artificial insemination, in-vitro fertilization, GIFT (gamete intrafallopian transfer), and ZIFT (zygote intra-fallopian transfer) procedures (Assisted Reproductive Technology Services, or ART). These services are subject to the applicable deductibles, out-of-pocket maximums, coinsurance and subject to a \$20,000 lifetime maximum.

The Plan also provides unlimited coverage toward related fertility medications with an approved treatment cycle.

To receive ART services, you must enroll in Anthem's WINFertility program. See the [WINFertility](#) section, visit <https://winfertility.com/rolls-royce/> or call the or call the dedicated Rolls-Royce line at

844- 343-0663 for details. Download the WINFamily App to book an appointment. Use the Rolls-Royce employer code RR17 to create your account.

inpatient hospital

Benefits for covered inpatient hospital expenses will be paid as follows for you and your eligible dependents.

Covered hospitalization expenses include:

- semi-private room and board;
- pre-admission testing;
- medications provided while hospitalized;
- other hospital supplies;
- x-rays and diagnostic tests; and
- anesthesiology.

Note: This list is not all-inclusive. Please contact Anthem Customer Service to answer any specific questions you may have. The phone number is on your Anthem ID card.

For information on mental health and alcohol/substance use disorder coverage, see the section entitled [*mental health and alcohol/substance use disorder coverage*](#).

Remember that if you decide to use out-of-network providers and you need to be admitted to the hospital, you must make sure that your inpatient care is pre-certified. If you do not notify Anthem Customer Service, a precertification penalty will apply. See the section entitled [*precertification*](#) for the details on precertification requirements.

maternity care

The Plan covers maternity care, abortion, and voluntary sterilization benefits at the same level as benefits for any other condition, sickness or injury. This includes all maternity-related medical services for prenatal care, postnatal care, delivery, and any related complications.

A note about minimum maternity stay requirements: Group health plans and health insurance issuers generally may not, under federal law, restrict benefits for any length of stay in connection with childbirth (for the mother or the newborn child) to less than 48 hours following a vaginal delivery, or less than 96 hours following a cesarean section. However, federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours, as applicable). In any case, plans and insurers may not, under federal law, require that a provider obtain authorization from the Plan or the insurer for prescribing a stay of 48 hours or less. If a member is released from the hospital earlier than the prescribed day limits, benefits will be payable for two post-delivery home visits by a health care provider.

mental health and alcohol/substance use disorder treatment

The Plan provides mental health and alcohol / substance use disorder treatment through **Behavioral Health Resource Center** which: (1) has a network of providers, and (2) promotes the delivery of care in appropriate settings.

When you need mental health or alcohol / substance use disorder treatment, you must call **Behavioral Health Resource Center** at **(844) 792-5141** or register at [anthem.com/mental-health](https://www.anthem.com/mental-health). Member Services representatives are on staff 24 hours a day, 7 days a week to assist you in getting the care you need. **If you do not call Behavioral Health Resource Center before accessing inpatient care, the Plan may not pay benefits.**

The Plan will pay for eligible benefits through **Behavioral Health Resource Center** after you satisfy the annual deductible. This is the same deductible as for other medical expenses. There is not a separate mental health and substance use disorder treatment deductible.

If you have any questions regarding your mental health/substance use disorder treatment or are looking for a network provider or need services, call **Behavioral Health Resource Center** at **(844) 792-5141**. **Remember**, you must pre-certify your care before benefits can begin and use in-network providers to receive full benefits.

Covered services for the diagnosis and treatment of mental health and substance use disorder treatment include the following:

- ABA therapy** – Medically Necessary applied behavioral analysis services.
- inpatient Services** in a hospital or any facility that must be covered by law, including psychotherapy, psychological testing, electroconvulsive therapy, and Detoxification.
- residential treatment** in a licensed Residential Treatment Center that offers individualized and intensive treatment and includes:
 - observation and assessment by a psychiatrist weekly or more often; and
 - rehabilitation and therapy.
- outpatient Services** including office visits, therapy and treatment, Partial Hospitalization/Day Treatment Programs, Intensive Outpatient Programs, and In-Home Mental Health Programs that participate in the network.
- virtual visits from virtual care-only providers** --online visits, telehealth, and telemedicine when available in your area by internet (webcam), chat, or voice. Virtual Visits do not include reporting normal lab or other test results, requesting office visits, getting answers to billing, insurance coverage or payment questions, asking for referrals to doctors outside the online care panel, benefit precertification, or doctor-to-doctor discussions.

Nutritional counseling is covered when it is part of medical management, and the primary diagnosis is a mental health and/or substance use disorder. Deductible and coinsurance apply.

You may receive covered services from the following types of providers:

- psychiatrist
- psychologist

- licensed Clinical Social Worker (LCSW)
- mental Health Clinical Nurse Specialist
- licensed Marriage and Family Therapist (LMFT)
- licensed Professional Counselor (LPC)
- any agency licensed by the state to give these services when they have to be covered by law.

If you use a Behavioral Health Resource Center network provider, they will file the claims on your behalf. If you use a non-network provider, you will be responsible for filing the claims and paying a larger percentage of the fees. Out-of-network services are covered at 60% after the deductible has been satisfied. Non-network claims should be sent to:

Behavioral Health Resource Center
P.O. Box 105187
Atlanta, GA 30348-5187

bariatric surgery

The Plan covers services relating to bariatric surgery. The applicable deductibles, out-of-pocket maximums and coinsurance apply. **Please note, participants must follow Anthem’s clinical guidelines for this service and are required to utilize Anthem’s Blue Distinction+ center of excellence.** If a non-Blue Distinction+ provider is used, then the services will not be covered, and the participant will be responsible for the full cost. Please contact Anthem for more detailed information about these services, coverage requirements and exclusions.

outpatient facility

outpatient hospital coverage

The Plan covers hospital services and supplies provided to you and your eligible dependents when not admitted on a full-time inpatient basis.

outpatient surgical facility

Covered outpatient surgical expenses include:

- surgery center, hospital outpatient department, or physician surgical office visit expenses
- pre-operative testing
- medications provided by the facility
- other hospital supplies
- x-rays and diagnostic tests
- anesthesiology (anesthetics and oxygen)

In order to be considered for benefit coverage, outpatient surgical procedures performed at a surgery center or hospital outpatient facility must meet the following requirements:

- the procedure is not expected to result in extensive blood loss, require major or prolonged invasion of a body cavity, or involve any major blood vessels

- the procedure can safely and adequately be performed only in a surgery center or in a hospital

If you see a physician at an outpatient facility (such as a hospital or surgery center), the Plan will cover the visit under the outpatient facility benefit. You may receive separate bills—one from the physician and one from the facility.

prescription drugs

See [Section 4 — Prescription Drug Benefits](#).

preventive care/wellness

The Plan covers benefits for preventive care services provided on an outpatient basis with no deductible or coinsurance when you utilize an in-network provider, and the service is properly coded as preventive care. This means the Plan covers 100% of the maximum allowed amount these certain covered services provided by an in-network provider. Preventive care services encompass medical services that have been demonstrated by clinical evidence to be safe and effective in either the early detection of disease or in the prevention of disease, have been proven to have a beneficial effect on health outcomes.

Preventive care guidelines may change if new evidence-based recommendations are identified that are related to clinical preventive services and health promotion in primary care settings. For the most current age and gender specific guidelines, visit the Preventive Care Plans & Guidelines at anthem.com.

Wellness benefits include age- and gender-specific screenings, including:

- routine physicals;
- well child care;
- immunizations;
- gynecological exams;
- pap smears;
- prostate specific antigen test;
- mammograms; and
- colonoscopies.

This list is not all-inclusive. Anthem follows the American Medical Association (AMA) and American Academy of Pediatrics (AAP) guidelines and approved schedule of benefits in effect at the beginning of each calendar year.

Certain services can be done for preventive or diagnostic reasons. The Plan does not cover eligible diagnostic services at 100%. Refer to each plan's schedule of benefits for the applicable coinsurance level the plan pays after you meet your deductible. If you are unsure of what type of preventive care you need, call the number on your ID card to contact Anthem Customer Service or visit anthem.com.

prosthetic devices

The Plan pays benefits for prosthetic devices that replace a limb or body part including:

- artificial limbs;
- artificial eyes; and
- breast prosthesis as required by the Women's Health and Cancer Rights Act of 1998.

precertification

This section explains which services need precertification (prior approval), how to request it, and what happens if your out-of-network provider doesn't get the required approval before providing services. Services requiring precertification include the following:

- inpatient admissions and hospital services:** acute inpatient and rehabilitation, LTACH (long term acute care hospital), skilled nursing facility, obstetric delivery stays beyond what is required by federal law
 - If you are admitted following an emergency room visit, precertification is not required. However, the Plan must be notified as soon as possible.
- durable medical equipment (DME)/prosthetics:** (e.g., compression devices for lymphedema, standing frames, powered wheeled mobility devices)
- diagnostic testing:** BRCA genetic testing and other genetic and biomarker tests
- gender-affirming surgery**
- human organ and bone marrow/stem cell transplants**
- mental health/substance use disorder (MH/SUD):** acute inpatient admission, residential care, transcranial magnetic stimulation (TMS), behavioral health in-home programs, applied behavioral analysis (ABA), intensive outpatient therapy (IOP) (exclusions or specific precertification may apply), partial hospitalization (PHP) — exclusions requirements may apply
- other outpatient and surgical services**
- out-of-network referrals and out-of-network services** for consideration of payment at the in-network benefit level (may be authorized, based on in-network availability and/or medical necessity)
- radiation therapy/ radiology services**

The list above is not all-inclusive and is subject to change. If an in-network provider coordinates your admission, that provider will handle all the precertification requirements for you. If you use an out-of-network provider, it will be your responsibility to meet the precertification requirements. The following table illustrates the details you need to know about precertification with Anthem for health care services and Behavioral Health Resource Center (which coordinates precertification for inpatient admissions involving mental health and substance use disorder treatment). If you are uncertain about precertification requirements, contact Anthem at the number printed on your ID card or Behavioral Health Resource Center at (844) 792-5141.

precertification requirements	in-network	out-of-network
what you need to do:	nothing – Your network provider handles all the details	as soon as you know about your upcoming admission, you should call the Anthem Pre-certification number on your ID card. Or, in the case of mental health and/or substance use disorder treatment, call Behavioral Health Resource Center

		at (844) 792-5141. A representative will work with you and your doctor.
what happens if you don't call Anthem	nothing – Your network provider handles all the details.	you will owe a \$500 penalty if services are not precertified.

In an emergency: If you or your covered dependents are hospitalized, you or someone on your behalf must notify Anthem within 48 hours so that your admission can be reviewed, and your ongoing care can be pre-certified. If your hospitalization occurs on a Friday or during a weekend, notify Anthem within 72 hours. Anthem's number is located on your Anthem ID card.

second surgical opinion

Second surgical opinions are not required in order to receive benefits. If you want a second surgical opinion, it will be covered under [Physician's office visit](#).

skilled nursing facility care

The Plan provides benefits for admission to a skilled nursing facility for skilled convalescent care in connection with recovery from a disease or injury. Precertification is required. Covered expenses include:

- semi-private room and board;
- special care rooms;
- pathology and radiology
- physical or speech therapy;
- oxygen and other gas therapy;
- drugs and solutions used while a patient; and
- gauze, cotton, fabrics, solutions, plaster, and other materials used in dressing, bandages, and casts.

The health plan covers care in a skilled nursing facility only if you need ongoing medical supervision by a doctor and 24-hour nursing care. Coverage ends when you reach the highest level of recovery possible and only need routine or custodial care.

urgent care

The Plan provides benefits for services received for a sudden, serious, or unexpected illness, injury or condition. Your urgent care visit will be covered based on how it is billed—at the office visit level if billed as an office visit, or at the emergency room (ER) level if billed as an ER visit.

virtual visits

The Plan provides coverage for Virtual Visits. Services include virtual telemedicine/telehealth visits, appropriately provided through the internet via video. This includes visits with providers who offer services in person in addition to virtual care-only.

To request a virtual care visit, [log in to your Anthem account](#) and choose **Care**, then select **Virtual Care**. You can also [download the SydneySM Health](#) mobile app.

anthem total health and wellness solution

24/7 nurseline

24/7 NurseLine provides you with accurate health information any time of the day or night through one-on-one counseling with experienced nurses available 24 hours a day via a convenient toll-free number. A staff of experienced nurses is trained to address common healthcare concerns, such as medical triage, education, access to healthcare, diet, social/family dynamics, and mental health issues.

anthem health guide

Anthem Health Guide provides you with enhanced member services support. You can contact a health guide with questions about benefits, programs, help scheduling doctor's appointments, comparing costs for procedures, and more. Health guides can connect you with knowledgeable health professionals to help you manage chronic conditions, deal with an illness, or provide support for emotional concerns like anxiety or depression. Reach out to Anthem's Member Services and health guides via phone, email, app, or even chat online.

Anthem imaging shopper

If you need an MRI or a CT scan, it's important to know that costs can vary quite a bit depending on where you go to receive the service. Sometimes the differences are significant – anywhere from \$300 to \$3,000 – but a higher price doesn't guarantee higher quality. If your benefit plan requires you to pay a portion of this cost (like a Deductible or Coinsurance) where you go can make a very big difference to your wallet.

How the program works:

- Your doctor lets Anthem know you will have one of these procedures.
- If the procedure was ordered at a hospital-based facility, Anthem will check to see if there are non-hospital-based facilities near you with providers who could perform the procedure and offer a lower cost for the service.
- If a non-hospital facility is available, Anthem may call you to give you other choices nearby.
- You choose the provider that best meets your needs, whether it's the one your doctor suggested, or one Anthem tells you about. It's completely up to you!

musculoskeletal and pain management program

As part of this new program, prior authorization will be required to help you understand the treatment options and requirements for Plan coverage before you have joint surgery or spinal pain treatment. If you have a musculoskeletal condition, your doctor must contact Anthem before scheduling any of the following:

- Spine, hip, knee, or shoulder joint surgery; and
- Spinal pain treatment, such as spinal pain injections, epidurals, nerve blocks, ablations, thermal destruction of the intervertebral disc, or use of spinal stimulators.

Your doctor can contact Anthem through our Provider portal or by calling the number for Image/Cardio/Sleep/Genetic/Ortho on your Identification Card. Here's what happens next:

- Your treatment will be reviewed by orthopedic, neurosurgical, and pain specialists using state-of-the-art clinical criteria and considering your benefits.
- The review may also include a phone call between one of our specialists and your doctor to help determine the right test, the right treatment, and the right place for your care.

After the review, your doctor will talk to you about your treatment options.

sleep study program

The Plan includes benefits for a Sleep Management Program which is a program that helps your physician make better informed decisions about your treatment. The Sleep Management Program includes outpatient and home sleep testing and therapy. If you require sleep testing, depending on your medical condition, you may be asked to complete the sleep study in your home. Home sleep studies provide the added benefit of reflecting your normal sleep pattern while sleeping in the comfort of your own bed versus going to an outpatient facility for the test.

autism spectrum disorders (asd) program

The ASD Program is comprised of a specialized, dedicated team of clinicians within Anthem who have been trained on the unique challenges and needs of families with a participant who has a diagnosis of ASD. Anthem provides specialized case management services for participants with autism spectrum disorders and their families. The Program also includes Precertification and Medical Necessity reviews for Applied Behavior Analysis, a treatment modality targeting the symptoms of autism spectrum disorders. **Note:** Coverage for the treatment of Mental Health and Substance Use Disorder conditions within this program is provided in compliance with Federal law.

behavioral health resource center

Extra support can make a big difference when facing issues such as anxiety, depression, eating disorders, or substance use. Anthem representatives will work with you at no extra cost to find treatment programs and arrange confidential counseling and support services 24/7 that meet your individual and family needs.

building healthy families

This digital program can help support your family from preconception through the stages of pregnancy, childbirth, and early childhood (to age 5 and beyond). It is available 24/7 through our Sydney Health mobile app, and at **anthem.com**, and features an extensive content library covering topics to support diverse families, including single parents and same-sex or multicultural couples. In addition, the app features many tools including fertility, diaper change, and feeding trackers, due date calculators, and blood pressure monitoring. Visit the Sydney Health app or **anthem.com** to enroll today.

complexcare program

The ComplexCare program reaches out to you if you are at risk for frequent and high levels of medical care in order to offer support and assistance in managing your healthcare needs. ComplexCare empowers you for self-care of your condition(s), while encouraging positive health behavior changes through ongoing interventions. ComplexCare nurses will work with you and your physician to offer:

- Personalized attention, goal planning, health and lifestyle coaching.
- Strategies to promote self-management skills and medication adherence.
- Resources to answer health-related questions for specific treatments.
- Access to other essential healthcare management programs.
- Coordination of care between multiple Providers and services.

The program helps you effectively manage your health to achieve improved health status and quality of life, as well as decreased use of acute medical services

conditioncare programs

ConditionCare programs help maximize your health status, improve health outcomes, and control healthcare expenses associated with the following prevalent conditions:

- Asthma (pediatric and adult).
- Diabetes (pediatric and adult).
- Heart failure (HF).
- Coronary artery disease (CAD).
- Chronic obstructive pulmonary disease (COPD).

You will receive:

- 24/7 phone access to a nurse coach who can answer your questions and give you up-to-date information about your condition.
- A health review and follow-up calls if you need them.
- Tips on prevention and lifestyle choices to help you improve your quality of life.

emotional well-being resources

Emotional well-being resources, administered by Learn to Live, provides the support you need to develop resilience, reduce stress, and practice mindfulness. The online programs and personalized coaching help you work through thoughts and behaviors that affect your emotional well-being. You'll learn effective ways to manage stress, anxiety, depression, and sleep issues.

inclusive care

Part of living a healthy life is finding a doctor you trust. To make this easier for participants who are lesbian, gay, bisexual, transgender, and queer (LGBTQ+), Inclusive Care helps you find doctors who will treat you with dignity and respect and who are experienced in providing compassionate, high-quality LGBTQ+ healthcare. When using an Inclusive Care Center of Excellence, and the treatment has been pre-approved by Anthem, you may be eligible for the travel and lodging benefit. Deductible and other cost-shares may apply for travel and lodging benefits. Call the Member Services number on the back of Your Identification Card for information.

myhealth advantage

MyHealth Advantage is a free service that helps keep you and your bank account healthier. Here's how it works: the Claims Administrator will review your incoming health claims to see if the Plan can save you any money. The Claims Administrator can check to see what medications you are taking and alert your physician if the Claims Administrator spot a potential drug interaction. The Claims Administrator also keeps track of your routine tests and checkups, reminding you to make these appointments by mailing you MyHealth Notes. MyHealth Notes summarize your recent claims. From time to time, the Claims Administrator will offer tips to save you money on prescription drugs and other healthcare supplies.

quick care options

Quick Care Options helps to raise your awareness about appropriate alternatives to hospital emergency rooms (ERs). When you need care right away, retail health clinics and urgent care centers can offer appropriate care for less cost and leave the ER available for actual emergencies. Quick Care Options educates you on the availability of ER alternatives for non-urgent diagnoses and provides the provider finder website to support searches for ER alternatives.

total health, total you

With your unique health Plan Total Health, Total You, helpful benefits and health information are always at your fingertips. Through an app called Sydney Health, you can chat with a member services health guide about claims or health questions, keep track of healthcare spending, find in-network doctors and urgent care centers, or use online wellness tools. Total Health, Total You can also help you:

- Manage pain or chronic conditions, like asthma or diabetes
- Understand your medications and prescriptions
- Navigate hospital stays or major medical decisions
- Work through a difficult life situation—such as depression or a death in the family
- Stay healthy through wellness resources

Reach out to a supportive member services health guide and download the Sydney Health app by searching “Sydney Health” in the App store.

Sydney Health

Discover a powerful and more personalized health app. View all your benefits and access wellness tools to improve your overall health with the Sydney Health app.

The Sydney Health mobile app works with you by guiding you to better overall health — and for you by bringing your benefits and health information together in one convenient place. Sydney Health has everything you need to know about your benefits, so you can make the most of them while taking care of your health.

Working with you

- Reminding you about important preventive care needs

- Guiding you with insights based on your history and changing health needs
- Empowering you with personalized tools to find and compare healthcare providers and check costs
- Planning and tracking your health goals, fitness, and rewards

Working for you

- Giving you instant access to your vision, dental, and spending account benefits
- Storing your member ID card so you can show, email, or fax it right from your phone
- Providing answers quickly through real-time live chat with Anthem Health Guides and nurses
- Connecting you directly to care through a symptom checker, a virtual video or text visit.

virtual primary care

Through Anthem’s website, **anthem.com**, and Anthem’s Sydney Health mobile application, Anthem participants have access to convenient, affordable, on-demand and scheduled secure medical text-chat and video visits for urgent care and primary care spanning urgent care, prevention and wellness, and condition management for adults ages 18-64. Anthem’s virtual care experience also provides participants with care guidance through a variety of tools such as the AI-driven symptom checker for assessing their symptoms prior to receiving virtual medical care.

The virtual primary care service offers participants:

- comprehensive primary care, coordinated by a care team;
- 24/7, on-demand urgent care support;
- full preventive care wellness exam;
- chronic condition visits;
- personalized care plans and follow-ups; and
- unlimited access to care, including prescription refills and referrals

WINFertility

Infertility can take a heavy emotional and physical toll. The fertility support program is here to help you face these issues and reduce the number of babies admitted to the neonatal Intensive Care Unit (NICU), multiple births, and medical and pharmacy costs.

The program’s specially trained nurse care managers can answer your questions about Infertility, treatment, and medication options, and finding the right doctors for you — as well as provide education and personalized support, 24/7.

You can get authorizations for outpatient and in-office infertility services, care recommendations based on clinical practice guidelines, and referrals to high-quality reproductive endocrinologists from Anthem’s network.

Additional programs include pharmacy assistance, surrogacy, and adoption support, and elective egg-freezing.

The mobile app, WINFertility Companion, allows members to: communicate with a WINFertility nurse care manager by phone, text, or email, privately track multiple fertility-related activities, set calendar reminders for doctor appointments, taking medications, and other medical events, and receive discreet alerts, like when ovulation starts.

The information contained in this guide is a brief summary of the medical benefits under the applicable Welfare Plan. It is not intended to describe the medical benefits fully or to serve as a guarantee of plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions.

SECTION 4 — PRESCRIPTION DRUG COVERAGE

If you elect to enroll in medical benefits through the RRNA Welfare Plan, you and your covered dependents are automatically enrolled in the prescription drug coverage. Prescription drug pharmacy benefits are administered separately by the pharmacy benefits claims administrator, Express Scripts. Benefits include prescription drugs you receive on an outpatient basis (at a pharmacy or through the Mail Order program, and on an inpatient basis (in the hospital).

You can fill your covered prescriptions at a national network of pharmacies and pay only the coinsurance/copayment amounts shown below once you (and enrolled dependents, if applicable) meet the plan's annual deductible.

outpatient prescription drug benefits

The following chart illustrates the benefits for prescription drugs that you receive at a participating network pharmacy and through the Mail Order program.

	Premium Care HSA Plan	Core Care HSA Plan	Basic Care HSA Plan
Preventive drugs*			
ACA preventive drugs	You pay \$0 for all plans		
HDHP preventive drugs	You pay applicable coinsurance or copay; not subject to deductible in all plans		
Retail: up to a 30-day supply			
Tier 1 - Generic	You pay 10% coinsurance (\$10 min./\$20 max.) after deductible		You pay 30% coinsurance after deductible
Tier 2 - Preferred brand & Non-preferred generic	You pay 20% coinsurance (\$20 min./\$40 max.) after deductible		
Tier 3 - Non-preferred brand and generic	You pay 30% coinsurance (\$40 min./\$60 max.) after deductible		
Tier 4 – Preferred Specialty (brand and generic)	You pay 30% coinsurance (\$40 min./\$60 max.) after deductible		
Mail service: 31 – 90-day supply or pick up at an Express Scripts retail pharmacy (90-day supply only)			
Tier 1 - Generic	You pay \$25 copay after deductible		You pay 30% coinsurance after deductible
Tier 2 - Preferred brand & non-preferred specialty	You pay \$45 copay after deductible		
Tier 3 - Non-preferred brand and generic	You pay \$60 copay after deductible		
Tier 4 – Preferred Specialty (brand and generic)	You pay \$60 copay after deductible		

NOTE: Due to IRS regulations, outpatient prescription drug coverage has been divided into two groups: Preventive Care Drugs and Non-Preventive Care Drugs.

inpatient prescription drug coverage

For inpatient stays in a hospital, convalescent center, hospice or other covered facility, prescription drug benefits are covered in the same manner as all other eligible inpatient expenses, and subject to any deductibles and copayments that may apply.

preventive drugs

Certain preventive prescription drugs are not subject to the deductible or are available at no cost to you. Preventive drugs include – but are not limited to – some medications for preventing hypertension (high blood pressure), diabetes, heart disease, osteoporosis, asthma, stroke and pregnancy problems. If you take a prescription drug that’s classified as preventive, the plan makes those drugs more affordable. There are two categories of preventive drugs:

- \$0 cost to you** – The Affordable Care Act (“ACA”) makes certain preventive medications available to you at no cost. For example, aspirin, folic acid, iron supplements, and smoking cessation products. Coverage is generally based on age and gender. The plan pays the full cost of these drugs.
- Available for copay/coinsurance amount** – These preventive medications are not counted in applying the plan deductible. Instead, you pay the applicable copayment or coinsurance amount, which is applied to your out-of-pocket maximum.

In most cases you will be charged the applicable copay or coinsurance payment (including minimums and maximums) when you fill a prescription for those drugs. (Please contact Express-Scripts for a list of preventive prescription drugs.)

Coverage, ages, and population (i.e., women, men, adult, child) may vary. The below list should be used as a guide and is not a comprehensive list. This list is subject to change as Affordable Care Act (ACA) guidelines are updated or modified. Contact Express-Scripts for coverage details, including limitations.

- | | |
|--|---|
| <input type="checkbox"/> Aspirin | <input type="checkbox"/> Folic acid Supplements |
| <input type="checkbox"/> Breast cancer prevention; | <input type="checkbox"/> Antiretroviral therapy (effective 1/1/2021); |
| <input type="checkbox"/> Colonoscopy preparation agents; | <input type="checkbox"/> Immunizations (vaccines); |
| <input type="checkbox"/> Contraceptives; | <input type="checkbox"/> Statins; and |
| <input type="checkbox"/> Fluoride supplements; | <input type="checkbox"/> Tobacco cessation products. |

Non-Preventive Care Drugs will be subject to the health plan deductible before the coinsurance/copayments above apply. Until the deductible is met, you will be responsible for paying for the full cost of the drug, but may use your HSA.

If you utilize an out-of-network pharmacy or have to pay for a prescription out-of-pocket, you will be reimbursed by Express Scripts. Prescription drug reimbursement forms are available by contacting a Union Benefit Representative.

For maintenance prescriptions (that is, those prescriptions you need on a regular basis to treat an ongoing condition), the Mail Order program provides a larger supply of medication at a reduced cost.

At a retail pharmacy, generally you will receive a 30-day supply. When you use the Mail Order program, generally you will receive a 90-day supply.

express-scripts drug programs

mandatory generic substitution

Use of generic medications is mandatory if there is a generic equivalent. Your payment is lowest when you use generic drugs. A generic drug is a lower cost alternative that contains the same ingredients and provides the same therapeutic benefits as the equivalent higher-cost brand-name drug. Generic drugs become available when brand-name drug patents expire.

Prescription drug benefits also cover brand-name drugs. The amount of your payment for brand-name drugs depends on if the drug you need is on the “formulary.” A formulary is a list of prescription drugs that have been evaluated and selected by Express Scripts clinical pharmacists for their therapeutic equivalency and efficacy. The formulary includes both brand-name and generic drugs and is periodically reviewed and modified by Express Scripts. You may find the most current formulary on **express-scripts.com**.

how mandatory generic substitution works

Each time you have a prescription for a brand-name drug, the pharmacy and Express Scripts will check to see if an equivalent generic drug is available.

If so, you will receive the lower-cost generic drug substitute instead of the brand-name drug. This means a lower payment for you.

- If for medical reasons your doctor indicates that your prescription should be dispensed exactly as written on the prescription form, you will receive the brand-name drug and pay the higher amount.
- If you elect to purchase a brand name drug when there is a generic available, and your doctor has not said to dispense the medication as written, then you will receive the brand-name drug and pay double the brand coinsurance / copay.

To find out if a particular drug is preferred, log onto **express-scripts.com** or call Express Scripts at (800) 987- 5248.

maintenance medications

Maintenance prescriptions (also known as “long-term medicine”) are those prescriptions that you take on a regular basis to control symptoms or to prevent complications from a condition. There are two ways to purchase maintenance medications under through Express Scripts:

- 90-day supply at the pharmacy:** You can purchase a 90-day supply of a maintenance medication at the pharmacy in one visit. The payment will be two and half times the normal retail prescription cost.
- Mail order program:** You can use Express Scripts’ mail order drug program and have a 90-day supply of your maintenance medication mailed directly to your home and pay less than you would to fill the prescription at the pharmacy. This method will save you money but will require you to get a new prescription slip for a 90-day supply from your doctor. The Express Scripts Mail Order form is available on the Express Scripts website at **express-scripts.com**.

opioid management program

Opioids are powerful drugs that help patients with certain medical conditions including severe and chronic pain. If used properly, they provide many benefits to the patient. However, these drugs are also addictive and if not managed properly can cause problems for the patients who use them. Express Scripts provides Rolls-Royce with a comprehensive Opioid Management Program.

exclusions: prescription drugs that are not covered

- non-federal legend drugs;
- allergy serum;
- biologicals, blood or blood plasma products;
- contraceptive jellies, creams, or foams;
- diabetes watches and sensors;
- drugs whose sole purpose is to promote or stimulate hair growth or for cosmetic purposes only;
- immunization agents and vaccines;
- ostomy supplies;
- pediatric fluoride vitamins for covered persons age 15 and older;
- progesterone receptor modulators;
- therapeutic devices or appliances;
- topical fluoride products;
- drugs labeled “caution limited by federal law to investigational use” or experimental drugs, even though a charge is made to the covered person;
- medication for which the cost is recoverable under any workers’ compensation or occupational disease law or any state or governmental agency, or medication furnished by any other drug or medical service for which no charge is made to the covered person;
- medication which is to be taken by or administered to the covered person, in whole or in part, while he or she is a patient in a licensed hospital, rest home, sanitarium, extended care facility, skilled nursing facility, convalescent hospital, nursing home or similar institution which operates on its premises or allows to be operated on its premises, a facility for dispensing pharmaceuticals;
- any prescription refilled in excess of the number of refills specified by the physician, or any refill dispensed after one year from the physician’s original order; and

- charges for the administration or injection of any drug. (This benefit is covered under the Plan's medical benefits when administered in a doctor's office.)

The information contained in this guide is a brief summary of the prescription drug benefits under the applicable Welfare Plan. It is not intended to describe these benefits fully or to serve as a guarantee of plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions.

SECTION 5 — HEALTH SAVINGS ACCOUNT

If you participate in one of Rolls-Royce’s high deductible health plans, you may be eligible to open and contribute to a Health Savings Account (“HSA”).

An HSA is a personal health care savings account that allows you to save pre-tax money for eligible health care expenses now or in the future, including during retirement. Eligible expenses may include your health plan deductible, prescriptions, dental and vision expenses. If you’re enrolling in a high-deductible plan for the first time, you will need to open your HSA (administered by Fidelity) as soon as possible, so that your contributions and Rolls-Royce’s contributions can be credited to your account. If you don’t open your account with Fidelity, you will not receive Rolls-Royce’s contribution. You’ll be required to accept account Terms & Conditions at the time of enrollment. If you don’t accept the Terms & Conditions, you will not receive the Rolls-Royce’s contribution.

Your HSA is “portable,” which means your account is always yours, even if you leave the company or retire. And there is no use it or lose it rule — your unused account balance rolls over year to year.

Note: If you participate in an HSA, you may only use a Health Care Flexible Spending Account (“FSA”) for eligible dental and vision expenses. See [Section 6 — Flexible Spending Accounts](#) for details.

You may use the money from your HSA to pay for eligible out-of-pocket health care expenses that you incur during the year on or after you establish your account.

HSA triple tax advantage

The HSA is a tax-favored savings account designed to pay for current and future medical expenses. An HSA provides triple tax advantages:

- contributions into the account are tax-free (whether made by the employee or the employer);
- earnings are tax-free; and
- distributions are tax-free provided they are for qualified medical expenses for an eligible individual and his or her eligible dependents.

other important features of an HSA

- if you use your HSA to pay for non-qualified medical expenses, those expenses will be included in your gross income (so they will be taxed) and a 20% tax penalty will be applied.
- unused account balance will be carried forward from year-to-year.
- unused account balance is non-forfeitable and may be rolled over to another HSA (post-employment portability).

HSA eligibility

In order to be eligible to participate in the HSA, you:

- must be enrolled in a qualified high deductible medical plan;
- must not be covered by any other medical plan other than an IRS-qualified high deductible medical plan, even if it is another family member’s coverage;

- must not participate in, be eligible for reimbursement under, or receive reimbursement from a general purpose health care Flexible Spending Account (“FSA”), including as a dependent under your spouse’s employer’s FSA (even if you are not covered under your spouse’s medical plan); however, you or your spouse can be enrolled in a limited purpose Flexible Spending Account.
- must not be enrolled in any Medicare plan;
- must not be enrolled in TRICARE;
- must not have received Veterans Administration (“VA”) benefits within the past three months (preventive care, dental and vision services are permitted); and
- must not be claimed as a dependent on another person’s tax return.

A participant or eligible family member turning 65 or disabled and enrolled in Medicare Part A and/or B is not eligible to contribute to the HSA. (If you are eligible for Medicare, but not enrolled, contributions can still be made to the HSA.) For complete details, see [IRS Publication 969](#).

Note: For active employees not eligible for HSA contributions due to Medicare or TRICARE, Rolls-Royce will offer reduced medical plan premiums. If this applies to you, during the enrollment process you will have the opportunity to certify that you have Medicare or TRICARE. When you complete the enrollment process, you will see the reduced premium. Call the Rolls-Royce Benefits Center at (844) 625-5900 (select option 2) if you have any questions about Medicare or TRICARE coverage and the HSA.

When both the employee and spouse work for the Company, if only one spouse is a participant, only that spouse can contribute to the HSA. If both have qualifying high deductible health plan coverage, the lowest deductible is used to determine contribution limits.

HSA at-a-glance

Benefit detail	
Rolls-Royce contributions	Automatic contribution of \$600 (individual coverage) / \$1,200 (family tier coverage)
Minimum	Not applicable
Maximum*	\$4,300 (\$4,400 in 2026) or \$8,550 (\$8,750 in 2026) depending on coverage level
Expense type	Medical, dental and vision
Additional information	Must be enrolled in a high deductible health plan
Common qualified expenses	Deductible, copays and coinsurance, other health care expenses

* *Maximum limits apply to plan year 2025 and may change, subject to IRS limit adjustments.*

HSA contributions

If you enroll in one of the three high-deductible medical benefit options and qualify to make and receive HSA contributions, both you and Rolls-Royce may contribute to your HSA. Contributions are limited to the IRS limits set for a given year. For Plan Year 2025, the IRS limit for individual coverage is \$4,300 (\$4,400 in 2026) and the family tier limit is \$8,550 (\$8,750 for 2026). You can

contribute up to IRS annual limit, which includes Rolls-Royce’s contributions and wellness incentives.

The law allows for an additional \$1,000 “catch-up” HSA contribution for those participants age 55 or older (or turning age 55 during the tax year). Additional catch-up contributions are permitted up to the otherwise applicable IRS maximum.

Once you enroll for Medicare coverage, neither you nor the Company can make contributions to your HSA. However, you may still use the available funds in your HSA for eligible expenses even after you enroll in Medicare.

Your HSA is funded in the following three ways:

- 1. Your contributions.** You also can contribute to your HSA. Contributions to your HSA have no expiration date – they remain in the account until you decide to access them or reimburse yourself for an eligible expense you already paid out-of-pocket. You decide when and how to pay.
- 2. Rolls-Royce annual automatic contribution** (pro-rated based on your benefits effective date or plan eligibility).

Rolls-Royce will make a contribution to your HSA on a pro-rated basis, based on your HSA enrollment date.

HSA Annual Contribution from Rolls-Royce			
Coverage level	Premium Care	Core Care	Basic Care
You Only	\$600	\$600	\$600
You + Spouse	\$1,200	\$1,200	\$1,200
You + Child(ren)	\$1,200	\$1,200	\$1,200
You + Family	\$1,200	\$1,200	\$1,200

As a new hire, the Company contribution you receive is prorated according to the number of full months you’re enrolled in an HSA. This means that during your first year of employment, you will only receive a portion of the annual contribution amount in the table above.

For example, if the effective date of your HSA is July 1 and you enrolled in the You + Family coverage option of the Core Care plan, Rolls-Royce will contribute \$600 to your HSA.

The Rolls-Royce contribution to the HSA will be made in a lump sum as soon as administratively possible after you elect to enroll and establish your account. The Rolls-Royce initial contribution will be pro-rated if you are not covered for the full calendar year.

Note: If you experience a qualifying change in status event (e.g., childbirth, adoption or marriage) and change from the “You Only” coverage level to one of the “You +” coverage levels during the year, you will receive an additional Company contribution.

- 3. Healthy action incentives.** You and your covered spouse may complete designated health activities to earn wellness incentives. The Company will contribute up to \$650 for you and \$650 for your covered spouse or domestic partner for plan year 2025. These incentive dollars are in addition to the automatic contribution Rolls-Royce makes to your HSA when you enroll in one of the HSA consumer plans. To earn the annual incentive, you and your covered spouse (if

applicable) must be covered under one of Rolls-Royce’s medical plans, establish an HSA through the Company, and complete and record certain health activities. The Company will fund your HSA with earned incentive dollars as soon as administratively possible after the activity is recorded.

Below are the wellness activities you and your covered spouse or domestic partner can do to earn incentive dollars. You and you covered spouse or domestic partner, if applicable, must complete activities by October 31 of the current plan year and record your activities by October 31 of the current plan year to earn incentive contributions in the current plan year. To learn more, log on or register on the wellbeing portal at USRRWellbeing.com. Go to the “EARN” tab to see what you can do to earn incentives and watch your progress throughout the year.

Complete a Combination of Wellness Activities to Earn up to \$650 in HSA Incentive Dollars	
Health actions	Incentive amount*
Annual Wellness Physical	\$150
Age-Based Preventive Screening (e.g., mammogram, prostate-specific antigen (PSA test), colonoscopy, etc.) **	\$50
Preventive Vaccine (e.g., flu, COVID-19, Shingles) **	\$25
Wellness Education (options: sleep, stress, resilience, mindfulness, financial, weight management, office ergonomics)	\$50 per module, \$350 max
Dental Exam	\$50
Vision Exam	\$50
Health Risk Assessment	\$50
Tobacco Cessation Program	\$100
Quarterly Physical Activity	\$50 per quarter, \$200 max
Wellness Challenges***	\$50 per challenge, \$150 max

**maximum annual incentive: \$650 for you and \$650 for your covered spouse or domestic partner*

***complete any one of these to receive credit*

****additional information will be communicated*

If you are unable to meet a wellness incentive requirement due to a medical condition or other reason, you may be entitled to a reasonable accommodation or an alternative standard to qualify for the incentive. For more details about your options or to request an alternative method for earning the wellness incentive dollars, please contact the Rolls-Royce Benefits Center at (844) 625-5900. All requests will be handled confidentially.

Rolls-Royce’s wellness portal is powered by Propel®.

HSA contribution limits

The amount contributed by the Company is included in your IRS limit for HSA contributions, so it reduces the amount you can contribute from payroll (or amounts you deposit into you HSA outside of payroll).

How much you can contribute to your HSA:

Coverage Level	2025 IRS limit*	Rolls-Royce automatic contribution	Incentive opportunity	Your allowed annual goal IF you complete all incentives**
You Only	\$4,300	\$600	\$650	\$3,050
You + spouse	\$8,550	\$1,200	\$1,300	\$6,050
You + child(ren)***	\$8,550	\$1,200	\$1,300	\$6,050
You + Family	\$8,550	\$1,200	\$1,300	\$6,050

IRS limit includes full incentive.

*** Does not include \$1,000 catch up contribution, if applicable, for employees age 55 or older (or who turn 55 during the Plan Year).*

**** Your child(ren) cannot participate in wellness activities; however, employees who complete health actions will be eligible to earn the family tier incentive maximum.*

REMINDER: In order to receive the automatic contribution, your HSA must be open and ready for funding. Go to netbenefits.com to log in to Fidelity’s website and open your account. First time users will need to register.

You are responsible for monitoring your year-to-date contributions to ensure you do not exceed the IRS limit. Rolls-Royce will not deposit earned incentives that will exceed your allowed IRS limit; and, Rolls-Royce will not pay the excess to you in cash. HSA funds are invested in a fixed-interest account that earns interest.

HSA distributions

Distributions for “qualified medical expenses” are made from the HSA tax-free by using the HSA debit card provided by PNC Bank. Medical expenses are only eligible for reimbursement if they were incurred after the date the HSA was established. Eligible HSA expenses are not eligible for reimbursement by insurance.

Health insurance premiums are not eligible to be paid tax-free from an HSA, except for the following types of coverage:

- COBRA premiums;
- Coverage while receiving unemployment compensation; and
- Long-Term Care.

You may use your HSA for qualified medical expenses as allowed by the IRS. Some expenses may not be covered by your benefit plan but are considered “qualified expenses” for payment with HSA dollars.

The following list provides some typical examples. For a complete list of IRS-allowable expenses, you can request a copy of IRS publication 502 by calling the IRS at (800) 829-3676 or visit the IRS website at irs.gov and click on “Forms and Publications.”

Allowable expenses	Expenses that are not allowed
<ul style="list-style-type: none"> • Deductibles, copayments, and coinsurance • Diagnostic services not covered by the plan • LASIK surgery, glasses or contact lenses • Dental and orthodontic services • Some nursing services • Hearing aids • Wheelchairs • Organ transplants • Over-the-counter medications without a prescription 	<ul style="list-style-type: none"> • Cosmetic surgery • Health club dues • Nutritional supplements

Please note, Rolls-Royce is not required to determine whether an HSA distribution is used for qualified medical expenses. The IRS has determined that is the responsibility of the individual who is participating in the plan.

To learn more about eligible HSA expenses, review [IRS Publication 502](#). There are specific requirements for opening an HSA and making contributions to it as described in [Section 5 — Medical Plans](#).

Non-qualified distributions are included in the participant’s gross income and an additional 20% tax penalty applies.

The 20% tax penalty does not apply to:

- Distributions at death;
- Distributions after Medicare-eligibility;
- Distributions after disability;
- Return of excess contributions; or
- “Rollover” to another HSA within 60 days of receipt (once per 12 months).

An HSA may be transferred tax-free to a spouse due to divorce, separation agreement or at death. Other transfers at death may result in taxable income to the recipient.

how to enroll

When you enroll in one of the medical benefit options offered through the RRNA Welfare Plan, you are automatically eligible for an HSA (unless you are enrolled in Medicare, TRICARE or are otherwise not eligible for HSA contributions as described in in [Section 3 — Medical Plans](#)).

To receive Rolls-Royce contributions or make your own contributions, you must open your Fidelity account.

Step 1: As part of the enrollment process, you will have the opportunity to elect your HSA annual goal — the amount you want to contribute for the calendar year. This amount will be

divided by the number of pay periods remaining in the year (e.g., 52 for one year or a fraction of 52 if you enroll mid-year).

Step 2: Open your Fidelity HSA by going to netbenefits.com.

Even if you elect to have HSA contributions deducted from your paycheck, IRS requirements do not allow you to receive reimbursement for eligible expenses until you establish your HSA.

Once your account is established, you can go to **netbenefits.com** to manage your HSA, including designating a beneficiary.

HSA frequently asked questions

How do I pay for medical expenses using my HSA?

If you are enrolling the HSA for the first time, you will receive a welcome letter with your HSA card seven to 10 business days after you open your HSA with Fidelity. Use this card to pay for eligible medical expenses. Each time you use your HSA card, your HSA is debited accordingly. You don't need to file claims, but it's recommended that you save your receipts for tax purposes. If you prefer, you can pay for expenses with a check.

Can I change the amount I am currently contributing to my HSA?

You can change your contribution amount at any time by calling Rolls-Royce Benefits Center at (844) 625-5900 (Option 4) or at RRbenefitscenter.com.

How can I check my HSA balance?

To view your current HSA balance, go to netbenefits.com

What happens if I have a medical expense that costs more than the amount in my HSA?

An HSA is similar to a checking account — the amount you can spend is limited to the amount in your account. Thus, if medical treatment costs \$250, but you only have \$200 in your HSA, you will need to pay \$50 out of pocket. You can reimburse yourself for medical expenses you pay out of pocket from your HSA if you like. See Fidelity's website netbenefits.com for more details.

What happens if I have money in my HSA at the end of the year?

Money in your HSA will roll over to the next year. Unlike a Flexible Spending Account (FSA), the funds in an HSA do not expire at the end of the year. You can build up a balance in your HSA for future health care expenses and earn interest as well.

When will my payroll contribution post to my HSA?

It takes approximately four to five business days after the pay date for contributions to post to your HSA.

Can I have an HSA and a Health Care FSA?

Yes, but there are some restrictions:

- If you *have not met your medical plan deductible*, you can only use your Health Care FSA to pay for dental and vision expenses.

- ❑ If you ***have met your medical plan deductible***, you can also use your Health Care FSA to pay for dental, vision and medical expenses. Once you meet your deductible, call the Rolls-Royce Benefits Center at (844) 625-5900 (Option 1) and a representative will update your account so your medical expenses are paid from your FSA. You may need to provide documentation showing that you've met your medical plan deductible.

You can use your HSA for qualified dental and vision expenses at any time.

The information contained in this guide is a brief summary of the health savings account benefits offered under the applicable Welfare Plan. It is not intended to describe these benefits fully or to serve as a guarantee of plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions. The health savings accounts described herein are not subject to ERISA and certain ERISA content in this guide will not apply to such benefits.

SECTION 6 — FLEXIBLE SPENDING ACCOUNTS

The Rolls-Royce flexible spending account program (the “Flex Program”) allows you to put aside pre-tax money to cover eligible expenses not reimbursed by another source, reducing your taxable income. The Flex Program provides three Flexible Spending Accounts (“FSA”). Depending on your circumstances, you may choose from the Health Care FSA or Limited Purpose Health Care FSA (“LP Health FSA”) and the Dependent Care FSA.

This content is meant to give you an overview of the Flex Program. For more details –including important eligibility, tax and enrollment information – refer to the Rolls-Royce Flexible Spending Program Summary Plan Description.

FSA at-a-glance

	Health Care FSA	LP Health FSA	Dependent Care FSA
Minimum	\$48	\$48	\$48
Maximum	\$3,300 annually*	\$3,300 annually*	\$2,500/\$5,000 annually**
Expense type	dental and vision; medical once you meet the medical plan deductible	Dental, vision, orthodontia expenses, and select preventive services, regardless of whether you’ve met your deductible	<ul style="list-style-type: none"> - dependent day care expenses for children under age 13; and - dependent adults
Additional information	Only available to participants not enrolled in a high deductible health plan (HDHP); HDHP participants are eligible for the LP Health FSA.	Typically used together with an HSA in conjunction with a high-deductible health plan. Once you’ve met your deductible, the account converts to cover the same expenses as the Health FSA.	<ul style="list-style-type: none"> - anyone with qualified dependent care expenses may participate; - cannot be used for health care expenses for your dependents; and - eligible expenses are based on those incurred so that you and, if you’re married, your spouse can work or go to school full time.

Maximum limits for Health Care FSA and LP health FSA apply to plan year 2025 and may change, subject to IRS limit adjustments. Maximum Health Care FSA and LP Health FSA limit is \$3,400 for 2026.

***If you’re single or married and file a joint tax return, you can contribute up to \$5,000 (\$7,500 in 2026 and later years) into this FSA. If you’re married and file separately, you can contribute up to \$2,500 (\$3,750 in 2026 and later years).*

how the FSA works

Flexible Spending Accounts are convenient and easy to use. Here’s how:

- Decide how much you want to set aside in one or both accounts for the coming year:
 - Estimate your anticipated expenses carefully.

- Elect to deposit part of your pay into the health care or dependent care accounts.
 - Your deposits will be deducted from your paychecks in equal amounts throughout the year before taxes are withheld.
- When you have an eligible expense, you pay the bill and then file a claim for reimbursement, or you can use your spending account card.
 - The money in your Flexible Spending Account is paid to you for eligible expenses – tax-free. Refer to the *Filing for Reimbursement* section in the Rolls-Royce Flexible Spending Program Summary Plan Description for more details.
 - Federal law requires that medical or dependent care expenses reimbursed under a Flexible Spending Account must be incurred during your period of coverage under the FSA. In general, any funds that aren't used to pay for expenses incurred in that period will be forfeited. You incur an expense when you or your eligible dependent receives the medical or dependent care service that gives rise to the medical or dependent care expenses, and not when you are formally billed or charged for or pay for the medical or dependent care. In addition, expenses are not treated as incurred during a period of FSA coverage if such expenses are incurred before you first become enrolled under the FSA.
 - You'll have until the following March 31 of any applicable plan year to file claims for expenses incurred in the previous year. To avoid forfeiture, plan carefully and set aside only the amount that you know you'll need in either your Health Care or Dependent Care FSA. Forfeited funds are used to offset the plan administration charges and future plan expenses.
 - When you receive your annual W-2 statement, it will show your annual earnings less the deposits into your Flexible Spending Accounts. Because these deposits are not considered part of your taxable income, you don't pay federal, Social Security and, in most cases, state and local taxes on the amount you have set aside.

health care FSA (includes LP Health FSA)

difference between Health FSA and Limited Purpose Health FSA

The general purpose Health Care FSA will cover all eligible medical, dental, vision, and pharmacy expenses while a LP Health FSA will only cover eligible dental and vision expenses (plus certain preventive care expenses) until you meet the medical plan's annual deductible. If enrolled in the LP Health FSA, you must submit a Post-Deductible FSA Certification Form to Voya Health Accounts Solutions in order to convert your account to cover eligible medical expenses (e.g., coinsurance and copayments) similar to the Health FSA.

IRS rules do not allow you to contribute to both an HSA and a general Health Care FSA. Instead, if you are covered under a high deductible health plan with an HSA (whether through a Rolls-Royce plan or another plan) you can enroll in the LP Health FSA.

health care FSA eligible dependents

You do not need to enroll your eligible dependents in order to use your FSA to pay for eligible expenses they incur. For the Health FSA, your eligible dependent whose expenses can be reimbursed includes any person you can declare as a dependent on your federal income tax return for the year. This person does not have to be enrolled as a dependent under any company-sponsored benefit plan.

health care FSA eligible expenses

If you enroll in one of the Anthem high deductible plans offered under the RRNA Welfare Plan, it's important to keep in mind that you cannot use the Health Care FSA for eligible medical expenses until you meet your medical deductible.

Remember: the LP Health FSA will only reimburse dental and vision (and certain preventive care) claims until you meet your medical plan deductible, at which time the LP Health FSA converts to cover expenses similar to the Health Care FSA. See *difference between Health FSA and Limited Purpose Health FSA*.

eligible health care expenses	expenses that are not eligible
<ul style="list-style-type: none"> - deductibles, copayments and coinsurance you pay for medical, dental or vision services* - medically related expenses that aren't covered by your medical, dental or vision plan - eye exams, glasses and contact lenses - hearing exams and hearing aids - orthodontia - psychiatric care - prescription drug copayments - contact lens solution - transportation to receive care - expenses such as seeing-eye dogs, artificial limbs, oxygen and other medical equipment - tobacco-cessation programs and prescriptions - LASIK surgery - over-the-counter drugs without a prescription 	<ul style="list-style-type: none"> - insurance premiums - exercise or health club memberships** - weight-reduction programs unrelated to a specific medical problem - illegal treatments of any kind - marriage counseling - cosmetic surgery - over-the-counter nicotine patches and nicotine gum** - expenses incurred by a domestic partner or the child of a domestic partner - dependent day care expenses

Medical and prescription drug deductibles, coinsurance and copayments are eligible expenses that may be reimbursed using funds from your Health Care FSA; however, this does not apply if you or your spouse contribute to an HSA. Medical and prescription drug coinsurance/copayments and costs can be reimbursed from an LP Health FSA only after you meet the medical plan deductible.

**May be covered with a Letter of Medical Necessity (LMN) if the purpose of the expense is to treat a specific medical condition rather than to promote general health.

For a comprehensive list of eligible expenses, please see [IRS Publication 502](#).

health care FSA reimbursement of eligible expenses

- At the doctor's office or pharmacy, present your insurance ID card and pay any required copays. Your health plan has a network of providers that it recommends, however you can use FSA funds to pay any qualified medical expense even if it is not covered by your insurance.
- If you received services from an in-network provider or pharmacy, the provider or pharmacy will submit a claim to your health plan.
- For a doctor's office – or other non-pharmacy related claim, your health plan will send you an explanation of benefits ("EOB") outlining the negotiated/allowed charges and summarizing

your year-to-date deductible and co-insurance totals. For a prescription-related expense, the pharmacy will determine the amount you owe at the point-of-service claim, and you generally pay at that time.

- The provider sends you an invoice, or statement, reflecting the allowed charges. Make sure the amount matches the EOB sent to you by your health plan, if not, contact your health plan.
- If you owe a balance to the provider, you can pay for eligible expenses with your FSA debit card or pay the bill and then file a claim for reimbursement.
- If you do not pay with your FSA debit card, you have until the following March 31 to file claims for expenses incurred in the previous year. To avoid forfeiture, plan carefully and set aside only the amount that you know you'll need in either your Health Care or Dependent Care FSA. You may carryover up to \$660 (\$680 in 2026) from your Health FSA to the upcoming plan year. Forfeited funds are used to offset the plan administration charges and future plan expenses.

Note: IRS rules state that FSA debit cards cannot be used at locations unless the retailer uses a certain type of medical coding. If your pharmacy or provider does not have these merchant category codes, your debit card may be declined. However, you can still submit a reimbursement request if purchasing a qualified item or service.

dependent care FSA

dependent care FSA qualified dependents

Qualified dependents include the following household members:

- Children under 13 years of age that you claim as dependents on your federal income tax return (or that you have custody of for the greater part of the year and for whom you provide more than half the financial support);
- Your spouse who is physically or mentally incapable of self-care; and
- Any dependent who is physically or mentally incapable of self-care, who lives with you or spends at least eight hours a day in your home and for whom you can claim an exemption on your tax return.

Note: Federal tax law does not permit you to claim expenses for your domestic partner or your domestic partner's children unless they qualify as dependents on your federal income tax return for the year.

dependent care FSA eligible expenses

eligible dependent care expenses	expenses that are not eligible
<ul style="list-style-type: none"> - child care centers - Family day care providers - Child care in your home - Before-school and after-school care - Nursery schools - Day care for a disabled child, spouse or parent who lives with you - Day camp 	<ul style="list-style-type: none"> - In-home services provided by a family member whom you claim as a dependent on your tax return - Overnight camps - Expenses for food or clothing - Health care expenses - Day care expenses for the child of a domestic partner

<ul style="list-style-type: none"> - Preschool expenses (including food) - The cost of bus service that delivers a child to a day care facility - Fees paid to an employment agency to obtain the services of an au pair 	<ul style="list-style-type: none"> - Any costs you incur to drive your child to a day care facility, kindergarten or a higher grade
---	--

dependent care FSA reimbursement of eligible expenses

To be reimbursed for an eligible expense from the Dependent Care FSA, submit a completed form with required documentation to the Claims Administrator.

If you are absent from work on a leave of absence or short-term disability, you are not eligible to contribute to a Dependent Care FSA during such absence.

changing benefits

In general, you will be able to change your benefit elections only during the annual enrollment period, as described in [Section 4: Health Care Coverage Overview > open enrollment](#).

Ordinarily, the elections you make upon enrollment (including an election not to participate) must remain in effect for the entire year. That means that during the year you cannot change the amount of your salary reduction election or your benefit elections, unless one of the following exceptions applies:

change in circumstances

You have a “change in family circumstances” which means a change in your:

- marital status** – a change in your legal marital status (marriage, divorce, legal separation, annulment or death of your spouse).
- number of dependents** – the birth, adoption, placement for adoption, or death of a child.
- employment status** – a termination or commencement of employment by you, your spouse or your dependent.
- work schedule** – a reduction or increase in hours of employment for you, your spouse or your dependent, including a switch between full-time and part-time work, a strike or lockout, commencement or return from an unpaid leave of absence, or a change in the employment status of you, your spouse or dependent with the result that such person becomes, or ceases to be, eligible under the RRNA Welfare Plan.
- dependent status** – the loss of dependent coverage due to a change in age or student status.
- residence or worksite** – a change in residence or work for you, your spouse or your dependent that results in a need to select different plan offerings.

cost changes (dependent care only)

If there is a significant increase or decrease in the cost charged by your dependent care provider (who is not your relative), you may have the option to make a corresponding change in your election.

coverage changes (dependent care only)

- change in coverage under another employer program** – you may make a change under the Flex Program if there is a change in coverage under another employer plan, including a plan of the Employer, or of your spouse, former spouse or dependent’s employer.
- loss of coverage** – if you or your spouse lose other dependent care coverage, you may elect coverage under the Flex Program.

FMLA leave

If you take unpaid family or medical leave under the Family and Medical Leave Act of 1993 (FMLA), you may revoke an existing Health Care FSA election during your absence and elect to resume coverage upon return from FMLA leave. If you choose to continue this coverage during your absence, you and your dependents will be covered under the Health Care FSA while you are absent from work provided you continue to pay the required contributions. This coverage will continue as if you were actively working until the earlier of the expiration date of your FMLA leave, the date you discontinue to pay for the coverage or the date you give notice to the Company that you will not return from your leave.

some rules to remember

- up to \$660 (\$680 in 2026) of your remaining prior-year Health Care FSA balance may be rolled over from year to year. This limit will be adjusted by the government from time to time for changes in the cost-of-living. An unreimbursed balance in excess of \$660 (\$680 for 2026) from the prior year remaining in your Health Care FSA after March 31 will be forfeited.
- you cannot transfer money between your Flexible Spending Accounts.
- if you are enrolled in both the LP Health Care FSA and an HSA, you may not claim the same expense from both accounts (“double dip”). If an expense is submitted to the FSA, it cannot also be submitted to the HSA, and vice versa.
- if you are enrolled in one of the medical plans through the RRNA Welfare Plan, you can’t submit a claim for medical treatment (such as a bill for an office visit with a specialist) to your LP Health Care FSA until your medical deductible has been satisfied. However, you can submit a claim for non-medical treatment (such as a dental exam or contact lenses) at the time the expense is incurred.

when participation ends

Participation in an FSA ends when Rolls-Royce stops providing the Flex Program or on the last day of the month that:

- your Rolls-Royce employment is terminated or you retire;
- you no longer meet the eligibility requirements;
- you cancel participation, as permitted by the Flex Program Plan provisions; or
- you die.

In certain circumstances, you may elect to continue contributing to your Health Care FSA for the remainder of the year with after-tax money once you are no longer employed by the Company. This can be done by electing COBRA continuation coverage, which is described in more detail under the [maximum coverage period](#) section. You must make contributions by personal check to WageWorks, the COBRA Administrator or electronically at www.WageWorks.com. However, you will not receive the same tax advantages you did when you were making pretax contributions.

If you leave the Company and choose not to continue to make contributions to your Health Care FSA under COBRA, you have until March 31 of the following year to claim reimbursement for eligible expenses incurred before your termination of employment. **No reimbursement will be made for expenses incurred after you leave your job.**

if you go on a leave of absence

paid leave of absence

If you go on a paid leave of absence, you may continue to participate in the Health Care FSA. The Company will continue payroll deductions, and you can submit a claim for reimbursement at any time until March 31 of the following year.

You are not eligible to continue participation in your Dependent Care FSA, effective your last day worked. If you incurred eligible Dependent Care FSA expenses prior to your last day worked, you may submit them through March 31 of the following year.

When you take a paid leave of absence and return within the same calendar year, you may elect to resume your Dependent Care FSA participation if you have a qualifying “change in status” event. See the [changing benefits](#) section for more information. When you take a paid leave of absence and return in a different calendar year, you may elect to participate in a Dependent Care FSA immediately upon your return to work.

unpaid leave of absence

In general, if you go on an unpaid leave of absence, including under FMLA, you have the option to continue your Health Care FSA coverage during your absence, and any missed contributions will be deducted from your pay when you return to work. If you choose to continue this coverage during your absence, you and your dependents will be covered under the Flex Program while you are absent from work provided you continue to pay the required monthly contributions. Your Health Care FSA coverage will continue as if you were actively working until the earlier of the date you return to active employment, expiration date of your FMLA leave (if applicable), or the date you give notice to the Company that you will not return from your leave. If you do not choose to continue (or otherwise cease) such coverage on leave, you may elect to resume your Health Care FSA coverage upon your timely return from leave. However, any expenses you incur during your absence are not eligible for reimbursement under the Health Care FSA.

Participation in your Dependent Care FSA ends on your last day of work, but you may continue to submit claims for reimbursement for eligible expenses incurred through the remainder of the year. The deadline to submit those claims is March 31 of the following year. You may not continue to make deposits into your Dependent FSA, effective your last day worked.

When you take an unpaid leave of absence and return within the same calendar year, you must wait until the next open enrollment period to resume your FSA participation unless you have a qualifying “change in status” event. See the [changing benefits](#) section for more information. When you take an

unpaid leave of absence and return in a different calendar year, you may elect to participate in an FSA immediately upon your return to work.

if you leave the company

Because your deposits in an FSA are made through payroll deductions, you can no longer contribute to your FSA on a pretax basis if you leave the Company for any reason. Here's what happens to your participation in the two types of FSAs in this case:

health care FSA

In certain circumstances, you may elect to continue contributing to your Health Care FSA for at least the remainder of the year with after-tax money once you are no longer employed by the Company. This can be done by electing COBRA continuation coverage, which is described in more detail under the [COBRA](#) section. You must make contributions to WageWorks, the COBRA Administrator by personal check or electronically at www.WageWorks.com. However, you will not receive the same tax advantages you did when you were making pretax contributions.

If you leave the Company and choose not to continue to make contributions to your Health Care FSA under COBRA, you have until March 31 of the following year to claim reimbursement for eligible expenses incurred before your termination of employment. No reimbursement will be made for expenses incurred after you leave your job.

dependent care FSA

If you leave the Company, you can no longer contribute to your Dependent Care FSA. However, you may continue to claim reimbursements for eligible expenses incurred through the end of the year. All reimbursement requests must be submitted by March 31 of the year following your termination.

effect on taxes

health FSA

Health care expenses that are eligible for reimbursement under the Health Care FSA are eligible for deduction on your federal income tax return when your medical expenses exceed 10% of your adjusted gross income. However, you cannot claim an expense on your tax return for which you were reimbursed under your Rolls-Royce North America Health Care FSA.

In general, the tax savings you realize through a Flexible Spending Account are greater than the tax deduction. However, if you anticipate very high medical or dental expenses in a given year, you may want to consult a tax expert in advance to determine which approach will work best for you.

dependent care FSA

Expenses eligible for a Dependent Care FSA are also eligible for credit on your federal income tax return; however, you can't use the same expenses for both types of tax savings. The two types work differently:

- Federal Child Care Tax Credit directly reduces the amount of tax you pay.
- Dependent Care FSA reduces the amount of your income that is taxed.

Although you cannot use both the Dependent Care FSA and the tax credit for the same expenses, any eligible expenses not applied toward one method may be applied toward the other. If you plan to use both the Spending Account and the tax credit for different expenses, keep in mind that the total amount of the reimbursements you receive from your Dependent Care FSA will reduce – dollar for dollar – the expenses you can claim on your federal income tax return.

Generally, the Dependent Care FSA provides greater tax savings for employees with incomes greater than \$25,000 a year. However, you may want to consult a tax expert about your personal tax situation. For more information on the federal child care tax credit, see [*IRS Publication 503*](#).

The information contained in this guide is a brief summary of the flexible benefit account benefits offered under the applicable Welfare Plan. It is not intended to describe these benefits fully or to serve as a guarantee of plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions. The dependent care FSA benefits described herein are not subject to ERISA and certain ERISA consent in this guide

SECTION 7 — DENTAL

Dental benefits are provided through Delta Dental and offer choices for care including dentists in-network and out-of-network. Coverage levels are the same as for health and your cost share varies with the level chosen. The following table lists the coverage levels for various dental services provided by in-network and out-of-network dentists. Refer to the Certificate for additional information, including information about plan exclusions and limitations.

dental benefits at-a-glance

Covered Services	In-network (Delta PPO/Delta Premier) You pay...	Out-of-network (non-Delta Dental) You pay...
Annual deductible	None	\$50 individual/\$150 family
Maximum annual benefit	\$2,000 per person	\$1,000 per person
Diagnostic and preventive services		
Oral exams	\$0 Limit 2 exams per calendar year	20% coinsurance for most services; deductible doesn't apply
Basic services		
X-rays, fillings, sealants, periodontics, extractions	10%	40%
Crowns, root canals	30%	50%
Major services		
Bridges, dentures, implants	50%	50%
Orthodontic services		
Orthodontia (no age limit)	50%; \$2,000 lifetime maximum	50%; \$1,500 lifetime maximum

For more information on plan benefits, including exclusions and limitations, log onto your account at deltadental.com. If you haven't already registered, you will need to create an account to view plan information, download forms, view claims, and track your dental activity. The Plan pays for:

- cleanings twice per calendar year. One additional cleaning is payable in the same calendar year for individuals with a documented history of periodontal disease.
- additional cleanings or fluoride treatment for individuals with specific at-risk health conditions. You should talk with your dentist about treatment and to contact Delta Dental to verify eligibility.
- Fluoride treatments twice per calendar year for people age 18 and under.
- Bitewing X-rays once per calendar year and full mouth X-rays (which include bitewing X-rays) once in any 5-year period.
- Sealants once per tooth per 3-year period for first and second permanent molars for people age 13 and under. The surface must be free from decay and restorations.

- Composite resin (white) restorations on posterior teeth.
- Porcelain and resin facings on crowns are on posterior teeth.
- Implants are once per tooth in any five-year period. Implant related services are Covered Services.
- Crowns over implants are once per tooth in any 5-year period. Services related to crowns over implants are Covered Services.

cost of coverage

You and Rolls-Royce share the cost of your dental coverage. Your share of the cost is paid with pre-tax employee contributions* — called premiums — that are deducted from your paycheck.

Coverage Level	Weekly payroll contribution	
	2025	2026
You only	\$2.28	\$2.34
You + spouse/ domestic partner	\$5.48	\$5.62
You + child(ren)	\$6.85	\$7.02
You + Family	\$9.59	\$9.84

** Except as required by law for a covered domestic partner and his or her dependent premiums.*

The information contained in this guide is a brief summary of the dental benefits under the applicable Welfare Plan. It is not intended to describe these benefits fully or to serve as a guarantee of plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions.

SECTION 8 — VISION

Vision benefits are available through Anthem Blue View Vision. You can use in-network vision providers and pay only a copayment for most expenses; or you can use an out-of-network provider and be reimbursed for part of your costs when you submit a claim. Coverage levels are the same as for health and dental, and your cost share varies with the level chosen.

As a Blue View Vision plan member, you have access to one of the nation’s largest vision networks. You may choose from many private practice doctors, local optical stores, and national retail stores including LensCrafters®, Target Optical® and most Pearle Vision® locations. You may also use your in-network benefits to order eyewear online at Glasses.com and ContactsDirect.com.

Out-of-network – If you choose to, you may instead receive covered benefits outside of the Blue View Vision network. Just pay in full at the time of service, obtain an itemized receipt, and file a claim for reimbursement up to your maximum out-of-network allowance.

vision benefits at-a-glance

covered services	frequency	in-network – you pay...	out-of-network allowance
routine eye exam	once every calendar year	\$15 copay	up to \$30
contact lens fit and follow-up • standard* • premium**	once every calendar year	\$0 10% discount off retail price, then apply \$55 allowance	Not covered
materials			
eyeglass frames	once every calendar year	\$130 allowance; then 20% off balance	up to \$45
standard plastic lenses • single vision lenses • bifocal lenses • trifocal lenses	once every calendar year	\$0 copay \$0 copay \$0 copay	up to \$25 up to \$40 up to \$55
lens enhancements • transition lenses - adult - child under age 19 • standard polycarbonate - adult - child under age 19 • factory scratch coating • tint (solid and gradient) • UV coating • progressive lens - standard - premium tier 1 - premium tier 2	same as covered eyeglass lenses	\$75 \$0 copay	No allowance when obtained out-of-network
		\$40 \$0 copay \$0 copay	
		\$15 \$15	
		\$65 \$85 \$95	

covered services	frequency	in-network – you pay...	out-of-network allowance
- premium tier 3		\$110	
• anti-reflective coating			
- standard		\$45	
- premium tier 1		\$57	
- premium tier 2		\$68	
Contact Lenses (<i>instead of eyeglass lenses</i>)			
Contact lens allowance will only be applied toward the first purchase of contacts made during a benefit period. Any unused amount remaining cannot be used for subsequent purchases in the same benefit period, nor can any unused amount be carried over to the following benefit period.			
• elective conventional		\$125 allowance, then 15% off balance	up to \$105
• elective disposable			up to \$105
• medically necessary		\$125 allowance, no additional discount covered in full.	up to \$210

Standard fitting includes spherical clear lenses for conventional wear and planned replacement. Examples include but are not limited to disposable and frequent replacement.

*** Premium fitting includes all lens designs, materials and specialty fittings other than standard contact lenses. Examples include but are not limited to toric and multifocal.*

For more information on vision plan benefits, including exclusions and limitations, log onto your account at **anthem.com**. If you haven't already registered, you will need to create an account to view plan details, locate a participating network eye care doctor or location, or view claims.

cost of coverage

You and Rolls-Royce share the cost of your vision coverage. Your share of the cost is paid with pre-tax employee contributions* — called premiums — that are deducted from your paycheck.

Except as required by law for a covered domestic partner and his or her dependent premiums.

Coverage Level	Weekly payroll contribution
	2025 / 2026
You only	\$0.45
You + spouse/ domestic partner	\$0.96
You + child(ren)	\$0.96
You + Family	\$1.55

The information contained in this guide is a brief summary of the vision benefits under the applicable Welfare Plan. It is not intended to describe the benefits fully or to serve as a guarantee of plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions.

SECTION 9 — LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

The RRC Welfare Plan offers life and accidental death & dismemberment (AD&D) insurance to provide financial security to you and your family or beneficiary in the event and accident or death. The effective date for benefits described in this section is March 1, 2025.

Life and Accidental Death and Dismemberment (AD&D) coverage described in this section requires you to be “actively at work.” This means you must be currently performing all the usual duties of your job on a full-time basis. It does not include times when you are not working due to sickness, injury, a leave of absence (whether approved or not), strike, or layoff.

When the Company Pays Your Premiums During a Leave

The Company may continue paying your basic life and AD&D insurance premiums if you're no longer actively at work for certain absences, including:

- Injury or Illness:** If you're out of work due to an injury or sickness, the Company will pay your premiums for as long as allowed under its usual policy for employees in your job group.
- Approved Leave of Absence:** If you're on a Company-approved leave (for reasons other than illness or injury), the Company will pay your premiums for up to 12 months.
- Layoff with Severance:** If you're laid off and covered by a severance agreement, the Company will pay your premiums for the length of time stated in that agreement, but not more than 25 months.
- Military Leave:** If you take a military leave of absence, the Company will continue premium payments for up to one year.

The length of continued coverage depends on the Company’s general policy for your job class and how it treats other employees in similar situations.

basic life and accidental death & dismemberment (AD&D) insurance

Rolls-Royce provides eligible employees with basic life and AD&D coverage based on your base hourly rate of pay. This insurance is Company-paid group term coverage. You have the opportunity to purchase additional group term life and AD&D insurance for you and your eligible dependents (spouse/domestic partner or child(ren)). To purchase coverage for a domestic partner, you must complete the Company’s dependent verification process. See [eligible dependents](#) for more details.

The Internal Revenue Service (IRS) requires Rolls-Royce report the value of your basic life insurance in excess of \$50,000 as imputed income. This taxable amount will be added to your taxable earnings.

Your Basic Coverage		
Benefit detail	Basic Life	Basic AD&D
Coverage Amount	- Based on hourly rate of pay. - See Basic Life Insurance Schedule of Benefits for your coverage amount.	Basic AD&D is equal to 50% of your Basic Life Insurance.
Maximum	\$215,000	\$107,500

Your Basic Coverage		
Benefit detail	Basic Life	Basic AD&D
Accelerated Benefit Option	Up to 50%, not to exceed \$107,500	None

In addition to your basic life insurance, you also receive basic accidental death & dismemberment (AD&D) insurance in case you suffer a loss due to an accident. Your coverage amount is 50% of your basic life insurance. The [schedule of benefits](#) shows the percentage of the amount of coverage the plan will pay if you suffer a covered loss within 24 months of the date of a covered accident. For more information on AD&D insurance, see the Certificate of Coverage, available from the contact the Rolls-Royce Benefits Service Center.

Basic life insurance provides an Accelerated Benefit Option, which is an advance payment before death of a part or the total amount of the plan benefit. Refer to the [accelerated benefit option \(ABO\)](#) section for more information.

If you are actively at work when you reach age 65, you may be eligible to continue your basic life insurance—at no cost to you—even after you leave the Company. See the [continuing life insurance after age 65](#) section for more information.

Refer to the Certificates of Coverage (“COC”) for exclusions and limitations. Please see a UAW Benefits Representative for a copy of the COC. Note that the rates for optional insurance outlined in this SPD are subject to change by the insurer outside of the contract renewal cycle in certain circumstances.

schedule of benefits — active employee basic life and accidental death insurance

Before Age 65*							
SCHEDULE OF BENEFITS							
Base Hourly Rate (1)	Basic Life Insurance (2)	Extra Accident Insurance (3)	Total Basic Life and Extra Accident Insurance	Base Hourly Rate (1)	Basic Life Insurance (2)	Extra Accident Insurance (3)	Total Basic Life and Extra Accident Insurance
\$20.60 - \$20.94	\$86,500	\$43,250	\$129,750	\$35.55 - \$35.89	\$152,000	\$76,000	\$228,000
\$20.95 - \$21.29	\$88,000	\$44,000	\$132,000	\$35.90 - \$36.24	\$153,500	\$76,750	\$230,250
\$21.30 - \$21.64	\$89,500	\$44,750	\$134,250	\$36.25 - \$36.59	\$155,000	\$77,500	\$232,500
\$21.65 - \$21.99	\$91,000	\$45,500	\$136,500	\$36.60 - \$36.94	\$156,500	\$78,250	\$234,750
\$22.00 - \$22.34	\$92,000	\$46,000	\$138,000	\$36.95 - \$37.29	\$158,000	\$79,000	\$237,000
\$22.35 - \$22.69	\$93,500	\$46,750	\$140,250	\$37.30 - \$37.64	\$159,500	\$79,750	\$239,250
\$22.70 - \$23.04	\$95,000	\$47,500	\$142,500	\$37.65 - \$37.99	\$161,000	\$80,500	\$241,500
\$23.05 - \$23.39	\$96,500	\$48,250	\$144,750	\$38.00 - \$38.34	\$162,500	\$81,250	\$243,750
\$23.40 - \$23.74	\$98,000	\$49,000	\$147,000	\$38.35 - \$38.69	\$164,000	\$82,000	\$246,000
\$23.75 - \$24.09	\$99,500	\$49,750	\$149,250	\$38.70 - \$39.04	\$165,500	\$82,750	\$248,250

SCHEDULE OF BENEFITS							
Base Hourly Rate (1)	Basic Life Insurance (2)	Extra Accident Insurance (3)	Total Basic Life and Extra Accident Insurance	Base Hourly Rate (1)	Basic Life Insurance (2)	Extra Accident Insurance (3)	Total Basic Life and Extra Accident Insurance
\$24.10 - \$24.44	\$101,000	\$50,500	\$151,500	\$39.05 - \$39.39	\$167,000	\$83,500	\$250,500
\$24.45 - \$24.79	\$102,500	\$51,250	\$153,750	\$39.40 - \$39.74	\$168,500	\$84,250	\$252,750
\$24.80 - \$25.14	\$104,000	\$52,000	\$156,000	\$39.75 - \$40.09	\$170,000	\$85,000	\$255,000
\$25.15 - \$25.49	\$107,000	\$53,500	\$160,500	\$40.10 - \$40.44	\$171,500	\$85,750	\$257,250
\$25.50 - \$25.74	\$108,500	\$54,250	\$162,750	\$40.45 - \$40.79	\$173,000	\$86,500	\$259,500
\$25.75 - \$26.09	\$110,000	\$55,000	\$165,000	\$40.80 - \$41.14	\$174,500	\$87,250	\$261,750
\$26.10 - \$26.44	\$111,500	\$55,750	\$168,250	\$41.15 - \$41.49	\$176,000	\$88,000	\$264,000
\$26.45 - \$26.79	\$113,000	\$56,500	\$169,500	\$41.50 - \$41.84	\$177,500	\$88,750	\$266,250
\$26.80 - \$27.14	\$114,500	\$57,250	\$171,750	\$41.85 - \$42.19	\$179,000	\$89,500	\$268,500
\$27.15 - \$27.49	\$116,000	\$58,000	\$174,000	\$42.20 - \$42.54	\$180,500	\$90,250	\$270,750
\$27.50 - \$27.84	\$117,500	\$58,750	\$176,250	\$42.55 - \$42.89	\$182,000	\$91,000	\$273,000
\$27.85 - \$28.19	\$119,000	\$59,500	\$178,500	\$42.90 - \$43.24	\$183,500	\$91,750	\$275,250
\$28.20 - \$28.54	\$120,500	\$60,250	\$180,750	\$43.25 - \$43.59	\$185,000	\$92,500	\$277,500
\$28.55 - \$28.89	\$122,000	\$61,000	\$183,000	\$43.60 - \$43.94	\$186,500	\$93,250	\$279,750
\$28.90 - \$29.24	\$123,500	\$61,750	\$185,250	\$43.95 - \$44.29	\$188,000	\$94,000	\$282,000
\$29.25 - \$29.59	\$125,000	\$62,500	\$187,500	\$44.30 - \$44.64	\$189,500	\$94,750	\$284,250
\$29.60 - \$29.94	\$126,500	\$63,250	\$189,750	\$44.65 - \$44.99	\$191,000	\$95,500	\$286,500
\$29.95 - \$30.29	\$128,000	\$64,000	\$192,000	\$45.00 - \$45.34	\$192,500	\$96,250	\$288,750
\$30.30 - \$30.64	\$129,500	\$64,750	\$194,250	\$45.35 - \$45.69	\$194,000	\$97,000	\$291,000
\$30.65 - \$30.99	\$131,000	\$65,500	\$196,500	\$45.70 - \$46.04	\$195,500	\$97,750	\$293,250
\$31.00 - \$31.34	\$132,500	\$66,250	\$198,750	\$46.05 - \$46.39	\$197,000	\$98,500	\$295,500
\$31.35 - \$31.69	\$134,000	\$67,000	\$201,000	\$46.40 - \$46.74	\$198,500	\$99,250	\$297,750
\$31.70 - \$32.04	\$135,500	\$67,750	\$203,250	\$46.75 - \$47.09	\$200,000	\$100,000	\$300,000
\$32.05 - \$32.39	\$137,000	\$68,500	\$205,500	\$47.10 - \$47.44	\$201,500	\$100,750	\$302,250
\$32.40 - \$32.74	\$138,500	\$69,250	\$207,750	\$47.45 - \$47.79	\$203,000	\$101,500	\$304,500

SCHEDULE OF BENEFITS							
Base Hourly Rate (1)	Basic Life Insurance (2)	Extra Accident Insurance (3)	Total Basic Life and Extra Accident Insurance	Base Hourly Rate (1)	Basic Life Insurance (2)	Extra Accident Insurance (3)	Total Basic Life and Extra Accident Insurance
\$32.75 - \$33.09	\$140,000	\$70,000	\$210,000	\$47.80 - \$48.14	\$204,500	\$102,250	\$306,750
\$33.10 - \$33.44	\$141,500	\$70,750	\$212,250	\$48.15 - \$48.49	\$206,000	\$103,000	\$309,000
\$33.45 - \$33.79	\$143,000	\$71,500	\$214,500	\$48.50 - \$48.84	\$207,500	\$103,750	\$311,250
\$33.80 - \$34.14	\$144,500	\$72,250	\$216,750	\$48.85 - \$49.19	\$209,000	\$104,500	\$313,500
\$34.15 - \$34.49	\$146,000	\$73,000	\$219,000	\$49.20 - \$49.54	\$210,500	\$105,250	\$315,750
\$34.50 - \$34.84	\$147,500	\$73,750	\$221,250	\$49.55 - \$49.89	\$212,000	\$106,000	\$318,000
\$34.85 - \$35.19	\$149,000	\$74,500	\$223,500	\$49.90 - \$50.24	\$213,500	\$106,750	\$320,250
\$35.20 - \$35.54	\$150,500	\$75,250	\$225,750	\$50.25 - \$50.59	\$215,000	\$107,500	\$322,500

(1) Your base hourly rate of pay is used to calculate the basic life insurance volume. The hourly rate includes premiums necessary for seven-day operations, but does not include overtime, night shift premium or any cost-of-living allowance.

(2) Beginning on the first day of the month following the month of your 65th birthday, your basic life insurance volume is reduced 2% each month.

(3) Three times the scheduled amount may be payable for an occupation-related death.

See the [continuing life insurance after age 65](#) section for information on your basic life insurance after age 65.

optional life insurance

You have the opportunity to elect optional life insurance for yourself, your spouse or domestic partner and your child(ren). You must elect optional life insurance. You are not automatically covered by optional life insurance like you are with basic life insurance.

You are eligible for optional life insurance on the first day of the calendar month after obtaining seniority and have basic life insurance in force. This coverage may be continued until age 80 while basic life insurance is in force.

In order to elect optional life insurance for an eligible dependent, you must already have optional life insurance for yourself or elect optional insurance for yourself at the same time. Generally, an eligible dependent includes your spouse/domestic partner and dependent children—including adopted children (including a child from the date of placement until legal adoption) and your stepchild(ren) (including the child of your domestic partner)—who are under age 26 and supported by you.

You must be actively at work before any optional life insurance coverage is effective. This requirement applies to your initial effective date and any subsequent increases in coverage, if applicable. If you are not actively at work on the date coverage normally starts, your optional life

insurance will not begin until you return to being actively at work. Refer to the Certificate of Coverage for additional dependent insurance nonconfinement requirements.

If your spouse or domestic partner is age 80 or older on their insurance effective date, life insurance is not available. If your spouse or domestic partner is under age 80 on the insurance effective date, coverage for your spouse or domestic partner’s ends on their 80th birthday.

Optional Life Insurance for Your First Child or New Spouse

Your first child will be covered for optional life insurance, without enrollment, during the first 31 days of (1) his or her life if your first child is a newborn or (2) during the first 31 days following the date your child becomes your dependent by way of legal adoption, marriage, or domestic partnership. To continue this coverage beyond 31 days, you will need to elect optional life insurance for your first child before the end of this 31-day period.

If you marry or become a domestic partner while you are covered, your new spouse/domestic partner will be covered for optional life insurance, without enrollment during the first 31 days following such event. For this coverage to continue beyond 31 days, you will need to elect optional life insurance coverage for your new spouse/domestic partner before the end of this 31-day period.

If you do not elect coverage before the end of the 31-day period, coverage will end, and you will not have the option to convert it to an individual policy. The amount of coverage for your first child or new spouse/domestic partner is the lowest amount listed in the below table.

Optional Life Insurance Coverage					
Benefit detail	Employee		Spouse/Domestic Partner*		Dependent Child(ren)
Coverage Amounts	\$10,000	\$225,000	\$10,000	\$125,000	\$5,000 per child
	\$20,000	\$250,000	\$25,000	\$150,000	\$10,000 per child
	\$30,000	\$275,000	\$50,000	\$175,000	\$25,000 per child
	\$40,000	\$300,000	\$75,000	\$200,000	
	\$50,000	\$325,000	\$100,000	\$225,000	
	\$75,000	\$350,000		\$250,000	
	\$100,000	\$375,000			
	\$125,000	\$400,000			
	\$150,000	\$425,000			
	\$175,000	\$450,000			
	\$200,000	\$475,000			
	\$500,000				
Minimum	\$10,000		\$10,000		\$5,000
Maximum	The lesser of 7 times your basic annual earnings or \$500,000		The lesser of 50% of employee’s combined basic and optional life or \$250,000		\$25,000
Limitations	Maximum benefit when combined with basic life - \$715,000		Available until spouse reaches age 80		Available until age 26
Guarantee Issue*	\$300,000		\$200,000		\$25,000

Optional Life Insurance Coverage			
Benefit detail	Employee	Spouse/Domestic Partner*	Dependent Child(ren)
Accelerated Benefit	None	None	None

At your initial eligibility period, you may elect the maximum coverage without evidence of insurability. Refer to the evidence of insurability section for limitations if you elect to enroll in optional coverage following 60 days after your initial eligibility.

Once you enroll one child for optional dependent life insurance, each succeeding child is automatically covered as long as that child qualifies as a dependent.

cost of coverage

Rolls-Royce pays the entire cost for basic term life coverage. You do not pay for any part of the coverage.

You pay premiums for optional term life and optional dependent life coverage through after-tax payroll deductions each pay period. Rolls-Royce does not contribute to the premium.

The premium rate for optional life is calculated based on your coverage amount, which is calculated based on the level of coverage chosen and your age. Both your optional life insurance and optional spouse life insurance are based on your age. Please note that the rates for optional insurance outlined in this guide are only guaranteed through December 31, 2027 and are subject to change for later years outside of the contract renewal cycle.

Active Employee Rates effective January 1, 2025, and guaranteed until December 31, 2027			
Optional Employee Life Insurance		Optional Dependent Life Insurance	
Age band	Monthly rate per \$1,000	Age band	Monthly rate per \$1,000
Under 25	\$0.050	Under 25	\$0.050
25-29	\$0.060	25-29	\$0.060
30-34	\$0.080	30-34	\$0.080
35-39	\$0.090	35-39	\$0.090
40-44	\$0.100	40-44	\$0.100
45-49	\$0.150	45-49	\$0.150
50-54	\$0.265	50-54	\$0.238
55-59	\$0.445	55-59	\$0.430
60-64	\$0.767	60-64	\$0.767
65-69*	\$1.353	65-69*	\$1.374
70+*	\$2.479	70+*	\$2.520
		child(ren)	\$0.113

age-reductions rules apply

calculating your cost

Using the age and rate chart, below is an illustrative example of how to calculate your cost.

If you are 45 years old and you elect \$30,000 in optional coverage, your rate is \$.18 per thousand dollars. Divide 30,000 by 1,000 (which equals 30) then multiply the number by the rate. \$.18 x 30 = \$5.40 - your monthly cost for Optional Life Insurance (To obtain a weekly cost, multiply this number by 12 and divide by 52).

During the online enrollment process, you will see your actual premium due before submitting your elections. Your premiums will change during the year if your hourly-rate of pay increases or if your birthday causes you to move to a higher age-band during the year.

optional accidental death and dismemberment insurance

For an additional layer of protection, you may purchase optional Accidental Death & Dismemberment (AD&D) for yourself, your spouse/domestic partner and your eligible child(ren) that pays benefits if you or a covered dependent dies or is severely injured in a covered accident.

You are eligible for optional AD&D insurance on the first day of the calendar month after obtaining seniority and have basic life insurance in force. You are eligible for optional dependent AD&D coverage on the date you become eligible for optional AD&D employee coverage, provided you have at least one eligible dependent. An eligible dependent for purposes of optional AD&D insurance shall be the same as defined for purposes of dependent life insurance except that a child will be covered from live birth.

You must be actively at work before any optional AD&D coverage is effective. This requirement applies to your initial effective date and any subsequent increases in coverage, if applicable. If you are not actively at work on the date coverage normally starts, your optional AD&D insurance will not begin until you return to being actively at work.

If your spouse or domestic partner is age 70 or older on their insurance effective date, optional AD&D insurance is not available. If your spouse or domestic partner is under age 70 on the insurance effective date, coverage for your spouse or domestic partner's ends on their 70th birthday. Please note that the rates for optional AD&D coverage outlined below are only guaranteed through December 31, 2027 and are subject to change for later years outside of the contract renewal cycle

Active Employees - Optional AD&D Coverage					
Benefit detail	Employee		Spouse/Domestic Partner*		Dependent Child(ren)
Coverage Amounts	\$10,000	\$200,000	\$10,000	\$200,000	\$10,000 per child
	\$25,000	\$250,000	\$25,000	\$250,000	\$20,000 per child
	\$50,000	\$300,000	\$50,000	\$300,000	\$30,000 per child
	\$100,000	\$400,000	\$100,000	\$400,000	\$40,000 per child
		\$500,000		\$500,000	\$50,000 per child
Minimum	\$10,000		\$25,000		\$10,000
Maximum	\$500,000		\$500,000		\$50,000
Limitations	Available until you reach age 70		<ul style="list-style-type: none"> - You must elect optional AD&D insurance for yourself. - Maximum cannot exceed Optional Employee AD&D coverage. 		<ul style="list-style-type: none"> - You must elect optional AD&D insurance for yourself. - Coverage level cannot exceed your Optional AD&D coverage level. - Available until age 26.

Active Employees - Optional AD&D Coverage			
Benefit detail	Employee	Spouse/Domestic Partner*	Dependent Child(ren)
		- Available until spouse reaches age 70.	
Guarantee Issue*	\$500,000	\$500,000	\$50,000
Accelerated Benefit	None	None	None

Optional AD&D does not require Evidence of Insurability at initial enrollment or Annual Enrollment.

cost of optional AD&D

You pay the full cost of optional AD&D insurance as indicated in the rate table below.

Employee Level / Monthly Cost		Spouse Level / Monthly Cost		Child Level / Monthly Cost	
\$10,000	\$0.32	\$10,000	\$0.32	\$10,000	\$0.32
\$25,000	\$0.80	\$25,000	\$0.80	\$20,000	\$0.64
\$50,000	\$1.60	\$50,000	\$1.60	\$30,000	\$0.96
\$100,000	\$3.20	\$100,000	\$3.20	\$40,000	\$1.28
\$200,000	\$6.40	\$200,000	\$6.40	\$50,000	\$1.60
\$250,000	\$8.00	\$250,000	\$8.00		
\$300,000	\$9.60	\$300,000	\$9.60		
\$400,000	\$12.80	\$400,000	\$12.80		
\$500,000	\$16.00	\$500,000	\$16.00		

schedule of covered AD&D losses

Under basic AD&D, optional employee AD&D and optional dependent AD&D, the AD&D plan pays benefits for the covered losses listed below. The covered amount is equal to the coverage that you elected.

Accident resulting in*:	The benefit paid is:
Loss of life	The full amount
Loss of both hands or both feet	The full amount
Loss of one hand and one foot	The full amount
Loss of the entire sight of both eyes	The full amount
Loss of speech and hearing	The full amount*
Loss of the entire sight of one eye and one hand or foot	The full amount
Loss of one hand or one foot	½ the full amount
Loss of the entire sight of one eye	½ the full amount
Loss of speech or hearing	½ the full amount*
Loss of thumb and index finger (of the same hand)	¼ the full amount*
Coma	1% of covered amount beginning on 31 st day

If you have optional AD&D for yourself or dependents, the AD&D plan also pays benefits for the following covered losses:

Accident resulting in*:	The benefit paid is:
Paralysis of both arms and both legs	The full amount
Paralysis of both legs	¾ the full amount
Paralysis of the arm and leg on either side of the body	½ the full amount
Paralysis of one arm or leg	¼ the full amount

**Refer to the Certificate of Coverage for how the AD&D plan defines loss of sight, thumb and index finger of same hand, speech, hearing, coma and paralysis.*

Benefits are only payable for covered losses if you or a covered dependent suffer a loss due to an accidental injury within 24 months of the accident.

Three times the scheduled benefit amount of accidental death and dismemberment insurance in force may be payable if death results from an accidental bodily injury caused solely by employment with Rolls-Royce Corporation. **To apply for life and accidental death and dismemberment insurance benefits**, a beneficiary needs to make a claim for benefits. Please contact a UAW Benefits Representative for the necessary forms and assistance.

In addition to age limitations for optional dependent insurance for your spouse, generally your insurance for your dependents ends when your insurance ends under the terms of the group policy.

additional benefits with optional AD&D

Benefits described in this section are contingent on coverage is in effect on the date of the accidental death and proof is provided according to terms in the Certificate of Coverage.

Common Disaster Benefit

If you elect optional AD&D for yourself and your spouse/domestic partner, and if you and your insured spouse/domestic partner are injured in the same accident and die as a result of those injuries, you are eligible for the common disaster benefit. The benefit amount payable for your spouse or domestic partner’s death will increase to the full amount payable for your death.

If you die, the AD&D plan will pay benefits to your beneficiary. If you or your insured dependent sustain a covered loss, the AD&D plan will pay benefits to you. If you or your insured dependent sustain more than one covered loss due to an accidental injury, the benefit amount will not exceed the full amount of coverage.

If you and any covered dependent die within a 24-hour period, the dependent’s AD&D insurance, including any additional benefits will be paid to your designated beneficiary. If a beneficiary is a minor or is incompetent to receive payment, the benefits will be paid to that person’s guardian.

Child Care Center

If you elect optional AD&D for yourself or your spouse/domestic partner, and either of you dies as a result of an accidental injury that is covered under this plan, the AD&D plan will pay this additional child care benefit if, on the date of death, you have a child up to age 13 who:

- was enrolled in a child care center; or

- within 12 months after the date of your death— or insured spouse’s death—enrolled in a child care center.

For each child who meets these qualifications, the AD&D plan will pay child care center costs incurred for up to four consecutive years, not to exceed a \$5,000 annual maximum and overall maximum of 5% of your full benefit coverage option. The AD&D plan will pay this benefit quarterly when the plan receives proof that child care center charges have been paid.

If both you and your covered spouse/domestic partner die, the annual maximum benefit will increase to \$10,000 and the overall maximum will be 5% of the full benefit coverage option for both you and your spouse/domestic partner. However, the total benefit paid will not be more than the actual child care expenses incurred.

If there is no dependent child who qualifies, the plan will pay your beneficiary \$1,000.

Child Education

If you elect optional AD&D for yourself or your spouse/domestic partner, and if you or your insured spouse/domestic partner die as a result of an accidental injury that is covered under this plan, the AD&D plan will pay this additional child education benefit if the plan receives proof that on the date of the death a child was:

- enrolled as a full-time student in an accredited college, university or vocational school above the 12th grade level; or
- at the 12th grade level and, within one year after the date of death, enrolls as a full-time student in an accredited college, university or vocational school.

For each child who qualifies for this benefit, the AD&D plan will pay future tuition charges incurred for up to four consecutive academic years, not to exceed a \$5,000 academic year maximum and an overall maximum of 5% of your full benefit coverage option. The AD&D plan will pay this benefit semi-annually when the plan receives proof that tuition charges have been paid.

If both you and your covered spouse/domestic partner die, the annual maximum benefit will increase to \$10,000 and the overall maximum will be 5% of the full benefit coverage for both you and your spouse/domestic partner. However, the total benefit paid will not be more than the actual tuition expenses incurred.

If there is no dependent child who qualifies, the plan will pay your beneficiary \$1,000.

Spouse Education

If you elect optional AD&D for yourself and you die as a result of an accidental injury that is covered under this plan, your spouse/domestic partner may be eligible for an education benefit if on the date of your death, your spouse/domestic partner:

- was enrolled in an accredited school; or
- within 12 months after the date of your death, your spouse enrolls in an accredited school.

The Plan will pay tuition charges incurred for up to three academic years, not to exceed a \$5,000 academic year maximum and an overall maximum of 5% of your full benefit coverage option. The AD&D plan will pay this benefit semi-annually to the spouse/domestic partner when the plan receives proof that tuition charges have been paid.

Common Carrier

If you die as a result of a covered accidental injury, the AD&D plan will pay the full amount of coverage available under basic AD&D and your optional AD&D, if applicable, to your beneficiary.

If your dependents are covered by this plan's optional AD&D and die as a result of a covered accidental injury, the AD&D plan will pay benefits to you.

A common carrier refers to airplanes, trains, buses, trolleys, subways and boats regulated by a government entity that is in the business of transporting fare-paying passengers. It does not include chartered or other privately arranged transportation, taxis or limousines.

exclusions for the accident insurance (AD&D)

MetLife will not pay benefits for any loss caused or contributed to by:

- physical or mental illness or infirmity, or the diagnosis or treatment of such illness or infirmity;
- infection, other than infection occurring in an external accidental wound;
- suicide or attempted suicide;
- intentionally self-inflicted injury;
- service in the armed forces of any country or international authority, except the United States National Guard;
- any incident related to:
 - travel in an aircraft for the purpose of parachuting or otherwise exiting from such aircraft while it is in flight;
 - parachuting or otherwise exiting from an aircraft while such aircraft is in flight, except for self- preservation;
 - travel in an aircraft or device used:
 - for testing or experimental purposes;
 - by or for any military authority; or
 - for travel or designed for travel beyond the earth's atmosphere;
- committing or attempting to commit a felony;
- the voluntary intake or use by any means of:
 - any drug, medication or sedative, unless it is:
 - taken or used as prescribed by a Physician; or
 - an "over the counter" drug, medication or sedative taken as directed;
 - alcohol in combination with any drug, medication, or sedative; or

- poison, gas, or fumes; or
- war, whether declared or undeclared; or act of war, insurrection, rebellion or riot; or
- for Optional Accidental Death and Dismemberment Insurance, any incident related to travel in an aircraft as a pilot, crew member, flight student or while acting in any capacity other than as a passenger.

continuing life insurance after age 65

years of participation

For the purpose of life insurance, you earn one year of participation in any calendar year in which you have 1,700 or more paid hours. Paid hours include holiday pay, paid absence allowance, jury duty pay, bereavement pay and vacation pay allowance. If you have fewer than 1,700 paid hours, you will receive proportionate credit, to the nearest 1/10 of a year, based on your paid hours.

In figuring your credited service, hours at premium pay are considered as straight-time hours.

If you are on an approved military leave, or on a disability leave and receive workers' compensation, you may receive credited service during those absences.

amount of coverage after age 65

While you are actively at work with the Company after your turn age 65, your basic life insurance is subject to the age-reduction provisions. In addition, the amount of life insurance you may continue considers (1) *year of participation* which you earn after you reach age 65 and (2) any subsequent changes in your pay.

When you turn age 65 and are actively at work, the plan's age reduction rules take effect the first of the month following your 65th birthday. The amount of your basic life insurance will be reduced by 2% on the first day of each succeeding month, until the amount equals 1.5% for each *year of participation*, times the amount in force at age 65. Once this amount is reached, it is no longer reduced.

For example, an employee with 30 years of participation, who has \$80,000 of basic life insurance at age 65, would have the amount of coverage reduced by \$1,600 each month ($\$80,000 \times 2\% = \$1,600$) and \$36,000 of continuing life insurance after all reductions, determined as follows:

$$1-1/2\% \times 30 = 45\% \times \$80,000 = \$36,000$$

If you have ten or more *year of participation*, when you reach age 65 and are actively at work, the plan's age reduction rules described above apply to a minimum of \$5,000 except as otherwise described below. In addition, the volume in force after the age-reduction rules apply will continue—at no cost to you—until your death.

If you have less than ten years *year of participation* when you reach 65, the age-reduction rules shall be made until the earlier of 25 months of layoff, 12 months of leave of absence other than for disability, or the date your employment ends, and any amount remaining in effect will be discontinued.

If you attain 10 years of enrollment in basic life insurance after your 65th birthday, the amount of your basic life insurance at the end of the month in which you reached age 65, or the amount as described under schedule of benefits for your base hourly rate on the last day you are actively at work, shall be reduced and continued as described above.

evidence of insurability

Evidence of insurability (EOI) is not required for basic life insurance or optional life insurance (for you or your dependents) if you meet the enrollment requirements during your initial eligibility and during the open enrollment period for the 2027 and 2029 plan years. There will be no cost (other than increased premium) should you choose to upgrade your coverage by one increment during either of these open enrollment periods.

Generally, the Plan requires EOI for optional life insurance when you elect to enroll yourself or an eligible dependent 60 days after initial eligibility. Other than two enrollment periods above, you are required to submit EOI if you elect to enroll or increase coverage for yourself, your spouse or dependent children during:

- annual enrollment; and
- 31 days following a qualified event.

If you apply for an increase in coverage, you will receive written notice of the effective date if approved. If your request is not approved, the increase will not take effect. The plan does not require EOI for AD&D insurance.

beneficiary designations

For optional dependent life and optional dependent AD&D coverage, you are automatically the beneficiary. Your dependents do not get to designate a beneficiary.

You may name anyone you wish as your beneficiary or beneficiaries for the following coverages:

- basic life insurance;
- basic accidental death and dismemberment;
- optional life insurance; and
- optional accidental death and dismemberment.

Your beneficiary designation may include a person or persons, trust, charitable institution or your estate. You may select different beneficiaries for optional life insurance than who you designate for your basic life insurance. However, the beneficiary will be the same as you designate for your basic life insurance unless you designate a different beneficiary.

multiple beneficiaries

You may designate two or more beneficiaries for basic and optional life insurance. The benefit will be shared equally among them unless otherwise specified. If one of the beneficiaries dies before you, the surviving beneficiary (or beneficiaries) receives the death benefit.

primary and contingent beneficiaries

You may designate primary and contingent beneficiaries for basic and optional life insurance. A primary beneficiary receives a death benefit after you die. If the primary beneficiary dies after you but before receiving payment, the death benefit goes to the estate of the primary beneficiary. A contingent beneficiary receives the whole death benefit amount only if the primary beneficiary dies before you.

changing beneficiaries

You may change your beneficiary at any time without the consent of the current beneficiary. If circumstances in your life change, such as marriage, birth of a child, death of a spouse or divorce, you may want to consider the appropriateness of your beneficiary designation. Please see a UAW Benefits Representative to designate or to make changes to your beneficiary.

You are the beneficiary if you suffer accidental bodily injury resulting in one of the losses described in the [schedule of covered AD&D losses](#) chart. You also are the beneficiary if your spouse or eligible dependent child suffers an accidental loss of life or other loss as described in the [schedule of covered AD&D losses](#) chart. In the event you are not alive, refer the [payout if no surviving or designated beneficiaries](#) section for information.

For your life and AD&D insurance, **the benefit will be paid out to the beneficiary of record at the time of your death. “Of record” means the signed beneficiary form on file with Rolls-Royce at the time of death. If there is more than one beneficiary form on file, then the most recently dated form will be used. If there is no beneficiary on file, then the benefit will be paid in the order described below.**

You may change your beneficiary at any time. If circumstances in your life change, such as marriage, birth of a child, death of a spouse or divorce, you may want to consider the appropriateness of your beneficiary designation. Please see a UAW Benefits Representative to designate or to make changes to your beneficiary.

payout if no surviving or designated beneficiaries

If you do not designate a beneficiary, the beneficiary dies before you and there is no contingent beneficiary named, or the contingent beneficiary has also died before you, the death benefit may be paid to your survivors in the following order:

- Your spouse or domestic partner;
- Your child(ren);
- Your parent(s); or
- Your sibling(s).

For dependent life insurance, benefits are automatically paid to you or, if you're deceased, the death benefit may be paid to your survivors in the order listed above. For your life insurance or dependent life insurance, instead of making payment to any of the above, benefits may be paid to your estate.

benefit payment

life insurance

If you die while covered under basic term life or optional term life insurance, benefits will be paid to the person, persons, trust, or institution you named as your beneficiary in the amount in force at the time of your death. If a covered dependent dies, benefits will be paid to you. Generally, payments are in one sum. Note: age-reduction rules apply at age 65.

To receive benefits, your beneficiary or you must follow the steps to file a claim. You or your beneficiary should contact a UAW Benefits Representative, refer to the claim form and contact MetLife for details at (800) 638-6420.

accidental death and dismemberment

If you suffer a covered accidental bodily injury while covered under basic or optional AD&D insurance, benefits will be paid to you. If you die while covered under the basic or optional AD&D insurance, the person, persons, trust, or institution you named as your beneficiary in the amount in force at the time of your death. If a covered dependent suffers a covered accidental bodily injury or dies, benefits will be paid to you. Payments are based on the amount in force at the time of the covered accidental injury or death and paid according to the schedule of benefits. If any single accidental injury results in more than one covered loss, the plan will only pay one amount equal to the greatest amount in the schedule of benefits.

If you and any dependent die within a 24 hour period, the plan will pay the dependent's AD&D insurance to the beneficiary receiving payment of your AD&D insurance including payment of any additional benefits. If a beneficiary is a minor or incompetent to receive payment, the plan may pay that person's guardian.

If the benefit amount payable to a beneficiary is \$5,000 or more, the claim may be paid by MetLife through the establishment of a Total Control Account (TCA). The TCA is a settlement option or method used to pay claims in full. MetLife establishes an interest-bearing account that provides your beneficiary with immediate access to the entire amount of the insurance proceeds. MetLife pays interest on the balance in the TCA from the date the TCA is established, and the account provides for a guaranteed minimum rate. Your beneficiary can access the TCA balance at any time without charge or penalty, simply by writing drafts in an amount of \$250 or more. Your beneficiary may withdraw the entire amount of the benefit payment immediately if he or she wishes. Please note the TCA is not a bank account and not a checking, savings or money market account.

If an eligible dependent should die from any cause while you have dependent life insurance in force benefits are payable to you. If the benefit amount payable to a beneficiary is \$5,000 or more, the claim may be paid by MetLife through the establishment of a Total Control Account (TCA). The TCA is a settlement option or method used to pay claims in full. MetLife establishes an interest-bearing account that provides your beneficiary with immediate access to the entire amount of the insurance proceeds. MetLife pays interest on the balance in the TCA from the date the TCA is established, and the account provides for a guaranteed minimum rate. Your beneficiary can access the TCA balance at any time without charge or penalty, simply by writing drafts in an amount of \$250 or more. Your beneficiary may withdraw the entire amount of the benefit payment immediately if he or she wishes. Please note the TCA is not a bank account and not a checking, savings or money market account.

accelerated benefits option

Basic life insurance provides an Accelerated Benefit Option (ABO), which is an advance payment before death of a part or the total amount of the plan benefit. If you are diagnosed as having a terminal illness with a life expectancy not to exceed 12 months, you may be eligible to receive the ABO payment up to 50%, but not less than \$1,000, of your basic life insurance. However, if your basic life insurance would be reduced within twelve months following the date the ABO is approved for payment, the ABO payment will be limited to 50% of the fully reduced amount of your basic life insurance. An ABO payment will not affect any accidental death and dismemberment insurance benefits to which you may be entitled.

The total of an ABO payment and the amount of basic life insurance payable at your death may never exceed the amount of basic life insurance which would otherwise have been payable without the payment of the accelerated benefit.

An accelerated benefit option payment will be made (1) as of the date the insurance company certifies all eligibility requirements are met, (2) only once, regardless of the amount elected, (3) only in one lump sum and (4) only if you are living when payment is to be made.

accelerated benefit option reductions

An accelerated benefits option payment will be reduced by any benefits paid to you under any Rolls-Royce Corporation benefit plan which should not have been paid or should have been paid in a lesser amount.

restrictions on accelerated benefits

An accelerated benefits option payment will not be made if (1) your basic life insurance is not in force, (2) you are making contributions for basic life insurance, (3) all or a portion of your basic life insurance is to be paid to a former spouse and/or to your child(ren) as part of a divorce agreement or court order, (4) the amount of payment would be less than \$1,000, (5) you previously received an accelerated benefits option payment, regardless of the amount paid or (6) you are not living as of the date the insurance company certifies all eligibility requirements are met or payment is to be made.

examinations

You may be asked to be examined by a doctor, clinic or other medical authority designated by the insurance company, at the insurance company's expense, for the purpose of determining if you are terminally ill and have a life expectancy not to exceed 12 months.

death

After your death, basic life insurance proceeds payable to your beneficiary will be reduced by the amount of the accelerated benefits option payment.

how to apply

To apply for an accelerated benefits option payment, you need to make a claim for benefits. Please contact a UAW Benefit Representative for the necessary forms and assistance.

conversion options

When your coverage ends, you will have the option to convert your basic term life, optional term life, and optional dependent term life coverage to new individual life insurance policies. Your spouse, domestic partner, or dependent may also convert his or her optional term life or dependent term life coverage in the event of your death or if he or she no longer meets the eligibility requirements.

The Rolls-Royce Benefits Center will send you written notice of your conversion options.

life insurance conversion option for you

You will have the option to convert when your life insurance ends because:

- you cease to be in an eligible class;
- your employment ends;
- this group policy ends, provided you have been insured for at least five continuous years; or
- this group policy is amended to end all life insurance for an eligible class of which you are a member, provided you have been insured for at least five continuous years; or
- your life insurance is reduced:
 - on or after the date you attain age 60;
 - because you change from one eligible class to another; or
 - due to an amendment of the group policy.

conversion option for your dependents

You will have the option to convert life insurance for a dependent when life insurance for the dependent ends because:

- you cease to be in an eligible class;
- your employment ends;
- the group policy ends, provided you have been insured for life insurance for the dependent for at least five continuous years; or
- the group policy is amended to end all life insurance for dependents for an eligible class of which you are a member, provided you have been insured for life insurance for the dependent for at least five continuous years; or
- life insurance for the dependent is reduced:
 - on or after the date you attain age 60;
 - because you change from one eligible class to another; or
 - due to an amendment of the group policy.

A dependent will have the option to convert when:

- the dependent life insurance ends because that dependent no longer qualifies as a dependent as defined in the certificate; or
- you die.

how conversion works

- conversion application must be sent to MetLife within 31 days after the termination of coverage. If you die during this 31-day conversion period, benefits will be paid to your beneficiary whether or not the policy had been converted. If your dependent dies within the 31-days of the conversion process, benefits will be paid in the amount that could have been converted.
- the maximum amount that can be converted is the coverage amount when your coverage under the group policy ends.
- premiums you pay for the converted policy are based on your current age at the time of conversion and will differ from the rates you paid while employed.
- the insured is not required to undergo a physical examination before converting the coverage.
- if you or an eligible dependent do not submit a conversion application within 31 days of termination of coverage, you or your eligible dependent will not have the option to convert at a later date.

how to apply — conversion

Upon termination of group coverage through Rolls-Royce, you will receive an informational letter regarding conversion of coverage. If the conversion information is dated within 15 days after the date your coverage ends or is reduced, you will have 31 days from the date your coverage ends to apply for conversion following the instructions in the letter.

If the conversion information is dated more than 15 days but within 91 days from the date your coverage ends or is reduced, you will have 15 days from the date of the conversion information letter to apply for conversion following the instructions in the letter, but not to exceed 91 days.

maximum amount of new policy

Generally, the maximum amount you or your covered dependents can convert is the coverage amount when your coverage under the group policy ends.

Refer to the Certificate of Coverage for complete policy details and requirements regarding your option to convert.

assignment

Assignment is the transfer of ownership of life insurance to another individual, corporation, or trustee. You are still the insured person, but you no longer own the insurance. You may assign your life insurance and accidental death and dismemberment insurance rights and benefits under the group policy. Refer to the Certificate of Coverage for details.

filing a claim

claims for life insurance benefits

When there has been the death of an insured person, notify your UAW Benefits Representative as soon as reasonably possible after the death. The beneficiary or beneficiaries should complete the claim form and send it and Proof of the death to Us as instructed on the claim form.

claims for accidental death and dismemberment

When there has been a covered loss, notify your UAW Benefits Representative as soon as is reasonably possible but, in any case, within 20 days of the covered loss. A claim form will be sent to you or the beneficiary or beneficiaries of record. The claimant must submit proof of the covered loss no later than 90 days after the date of the covered loss.

estate resolution services

The Plan provides, at no additional cost, estate resolutions services to employees covered by optional life insurance. These services include a Will Preparation Service and Probate Service. If you are eligible to receive these services and would like to speak with a representative from Hyatt Legal Plans or get the name of a Plan Attorney that you can speak with about these Services, call (800) 821-6400.

The information contained in this guide is a brief summary of the life and AD&D insurance benefits under the applicable Welfare Plan. It is not intended to describe these benefits fully or to serve as a guarantee of Plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions.

SECTION 10 — DISABILITY BENEFITS

The RRC Welfare Plan offers disability benefits to provide income protection if you have a medically certified health condition and are unable to perform some or all of your job responsibilities. This is a self-funded disability income coverage provided by the Company. The disability administrator is Lincoln Financial Group (“Lincoln”). Lincoln does not insure the benefits described in this section, as this coverage is self-funded by the Company.

eligibility

In addition to the [eligibility](#) criteria outlined in the Health Care and Other Benefits Overview section, eligible employees are covered under disability benefits the first of the month following six months of employment in a position covered by the UAW collective bargaining agreement. Eligible employees do not need to enroll in disability benefits. You are automatically enrolled and covered once you satisfy the eligibility requirements. Disability benefits are provided at no cost to you.

You must be actively at work before any disability benefits are effective. If you are not actively at work on the date coverage normally starts, your disability benefits will not begin until you return to being actively at work.

disability benefits at-a-glance

The elimination period — or waiting period — is the period of your disability that you do not receive benefits. The elimination period begins on the day you become disabled and continues for the period shown below. Benefits are payable at the end of the applicable elimination period. The maximum benefit period is the maximum duration you can receive disability benefits.

Disability benefit due to:	Elimination period	Benefits are payable	Maximum period
Sickness/Accident (including maternity, work-related & non-work-related accidents)	Seven calendar days*	On the eighth calendar day	52 weeks Including elimination period
Accident with Inpatient Admission, Outpatient Surgery, or Treatment by an approved doctor or the plant medical department	None**	First day of certified disability	52 weeks
Sickness with Inpatient Admission or Outpatient Surgery	None**	First day of certified disability	52 weeks
Extended disability (long-term disability)	52 weeks	53 rd week following elimination period	Duration of disability or SSNRA

☐ *Please note that there might be circumstances where the Elimination Period is less than seven days depending on when you become disabled versus when you are hospitalized. For example, if you became disabled on 01/27/2025, but were not hospitalized until 01/30/2025, disability benefits will begin as of 01/30/2025, the day you were hospitalized.*

**** Benefits begin on first day of certified disability for a Sickness/Accident with Inpatient Admission, Outpatient Surgery, or Treatment by an approved doctor or the plant medical department disability benefits**

Benefits can begin the day after surgery, in case of outpatient surgery where a surgical benefit of \$25, or more, is payable under the RRC Welfare Plan. Sickness and accident benefits also may be payable if you are (1) disabled from surgery for sterilization, or (2) hospitalized for testing to determine your suitability to be a donor for an organ or tissue transplant.

if you have less than 52 weeks of service at the time

If you have less than 52 weeks of Rolls-Royce Corporation employment, benefits are payable on a time-for-time basis which commences on your date of hire. This means benefits will be payable for a period equal to your length of employment (or your years of participation as defined under the RRC Welfare Plan, if longer) at the time you become disabled. If you have less than 52 weeks of employment when you become disabled, benefits may continue beyond the time-for-time (but not beyond 52 weeks) while you are hospitalized, or while you are receiving workers' compensation payments from Rolls-Royce Corporation.

qualifying for disability benefits

To qualify for disability benefits, you must:

- be eligible for coverage under disability benefit;
- be actively at work on the scheduled day before the onset of disability or on an approved leave of absence that is covered by Welfare Plan (e.g., a medical leave, family leave, workers' compensation leave or personal leave);
- have a medically certified health condition that lasts longer than the disability waiting period and prevents you from performing the essential duties of your job;
- be under the care of an approved care provider; and
- receive appropriate care and treatment for your medically certified health condition.

if you are unable to work

If you are unable to work your regular work schedule, you must notify your supervisor immediately. If you are aware of an impending absence because of a planned medical procedure, you should provide your manager with at least 30 days' advance notice.

If you are not working your regular work schedule with approved absences and if you believe you are disabled as a result of any injury or sickness which prevents you from performing the essential duties of your occupation, you must notify your supervisor in writing of your disability within 20 days after (1) the onset of the sickness, or (2) the accident causing your injury.

If you continue to be disabled after the period for which you are entitled to receive sickness and accident benefits, you may be eligible for monthly extended disability benefits (long-term disability).

medically certified health condition definition

For purposes of disability benefits, a medically certified health condition is generally defined as a disabling injury or illness that:

- is documented by clinical evidence as provided and certified by an approved care provider. Clinical evidence may include medical records, medical test results, physical therapy notes, mental health records, and prescription records.
- prevents you from performing the essential functions, duties, and regular schedule of your position as of the last day worked for longer than the disability elimination period.

applying for disability benefits

To apply for disability benefits, you and your attending physician must complete a claim form provided by the disability administrator, currently Lincoln Financial Group. You should contact Lincoln Financial Group at (877) 562-9977 as soon as possible if you become disabled.

proof of your disability

It is your responsibility to ensure that Lincoln receives requested medical proof of your disability, which may include medical records, test results, and hospitalization records, within the designated time frame. If Lincoln has not received the requested medical documentation and valid medical proof within the designated time frame, your request for disability benefits may be denied.

verification of disability

You may be asked to be examined by an impartial doctor, clinic, or other medical authority for the purpose of verifying disability, at any time you may be eligible to receive sickness and accident or extended disability benefits. Generally, if you are found able to work, your benefits will be discontinued. Failure to report for the examination may affect any eligibility you may have for benefits. You will be reimbursed, upon request at the applicable IRS medical mileage rate (\$.21 per mile in 2025) for travel to and from the examination if your residence is more than 40 miles (one-way) from the examiner's office.

schedule of disability benefits

Your Base Hourly Rate (1)	Weekly Sickness and Accident Benefit (2)	Monthly Extended Disability Benefit (3)		Your Base Hourly Rate (1)	Weekly Sickness and Accident Benefit (2)	Monthly Extended Disability Benefit (3)	
		Schedule I	Schedule II			Schedule I	Schedule II
\$20.60–\$20.94	\$500	\$1,800	\$1,980	\$35.90–\$36.24	\$870	\$3,155	\$3,465
\$20.95–\$21.29	\$505	\$1,830	\$2,015	\$36.25–\$36.59	\$880	\$3,185	\$3,495
\$21.30–\$21.64	\$515	\$1,860	\$2,045	\$36.60–\$36.94	\$890	\$3,215	\$3,525
\$21.65–\$21.99	\$525	\$1,890	\$2,080	\$36.95–\$37.29	\$895	\$3,245	\$3,555
\$22.00–\$22.34	\$530	\$1,920	\$2,115	\$37.30–\$37.64	\$905	\$3,275	\$3,585
\$22.35–\$22.69	\$540	\$1,950	\$2,145	\$37.65–\$37.99	\$915	\$3,305	\$3,615
\$22.70–\$23.04	\$550	\$1,985	\$2,180	\$38.00–\$38.34	\$925	\$3,335	\$3,645
\$23.05–\$23.39	\$555	\$2,015	\$2,215	\$38.35–\$38.69	\$930	\$3,365	\$3,675
\$23.40–\$23.74	\$565	\$2,045	\$2,245	\$38.70–\$39.04	\$940	\$3,395	\$3,705
\$23.75–\$24.09	\$575	\$2,075	\$2,280	\$39.05–\$39.39	\$950	\$3,425	\$3,735
\$24.10–\$24.44	\$585	\$2,105	\$2,315	\$39.40–\$39.74	\$955	\$3,455	\$3,765
\$24.45–\$24.79	\$590	\$2,135	\$2,350	\$39.75–\$40.09	\$965	\$3,485	\$3,795
\$24.80–\$25.14	\$600	\$2,165	\$2,380	\$40.10–\$40.44	\$975	\$3,515	\$3,825
\$25.15–\$25.49	\$620	\$2,225	\$2,450	\$40.45–\$40.79	\$980	\$3,545	\$3,855
\$25.50–\$25.74	\$625	\$2,255	\$2,470	\$40.80–\$41.14	\$990	\$3,575	\$3,885
\$25.75–\$26.09	\$635	\$2,285	\$2,505	\$41.15–\$41.49	\$1,000	\$3,605	\$3,915
\$26.10–\$26.44	\$645	\$2,315	\$2,540	\$41.50–\$41.84	\$1,005	\$3,635	\$3,945
\$26.80–\$27.14	\$660	\$2,375	\$2,605	\$41.85–\$42.19	\$1,015	\$3,665	\$3,975
\$27.15–\$27.49	\$670	\$2,405	\$2,640	\$42.20–\$42.54	\$1,025	\$3,695	\$4,005
\$27.50–\$27.84	\$675	\$2,434	\$2,670	\$42.55–\$42.89	\$1,030	\$3,725	\$4,035
\$27.85–\$28.19	\$685	\$2,465	\$2,705	\$42.90–\$43.24	\$1,040	\$3,755	\$4,065
\$28.20–\$28.54	\$695	\$2,495	\$2,740	\$43.25–\$43.59	\$1,050	\$3,785	\$4,095
\$28.55–\$28.89	\$700	\$2,525	\$2,770	\$43.60–\$43.94	\$1,055	\$3,815	\$4,125
\$28.90–\$29.24	\$710	\$2,555	\$2,805	\$43.95–\$44.29	\$1,065	\$3,845	\$4,155

Your Base Hourly Rate (1)	Weekly Sickness and Accident Benefit (2)	Monthly Extended Disability Benefit (3)		Your Base Hourly Rate (1)	Weekly Sickness and Accident Benefit (2)	Monthly Extended Disability Benefit (3)	
		Schedule I	Schedule II			Schedule I	Schedule II
\$29.25–\$29.59	\$720	\$2,585	\$2,840	\$44.30–\$44.64	\$1,075	\$3,875	\$4,185
\$29.60–\$29.94	\$725	\$2,615	\$2,870	\$44.65–\$44.99	\$1,080	\$3,905	\$4,215
\$29.95–\$30.29	\$735	\$2,645	\$2,905	\$45.00–\$45.34	\$1,090	\$3,935	\$4,245
\$30.30–\$30.64	\$745	\$2,675	\$2,940	\$45.35–\$45.69	\$1,100	\$3,965	\$4,275
\$30.65–\$30.99	\$750	\$2,705	\$2,970	\$45.70–\$46.04	\$1,105	\$3,995	\$4,305
\$31.00–\$31.34	\$760	\$2,735	\$3,005	\$46.05–\$46.39	\$1,115	\$4,025	\$4,335
\$31.31–\$31.69	\$770	\$2,765	\$3,040	\$46.40–\$46.74	\$1,125	\$4,055	\$4,365
\$31.70–\$32.04	\$775	\$2,795	\$3,070	\$46.75–\$47.09	\$1,135	\$4,085	\$4,395
\$32.05–\$32.39	\$785	\$2,825	\$3,105	\$47.10–\$47.44	\$1,140	\$4,115	\$4,425
\$32.40–\$32.74	\$795	\$2,855	\$3,140	\$47.45–\$47.79	\$1,150	\$4,145	\$4,455
\$32.75–\$33.09	\$800	\$2,885	\$3,170	\$47.80–\$48.14	\$1,160	\$4,175	\$4,485
\$33.10–\$33.44	\$810	\$2,915	\$3,205	\$48.15–\$48.49	\$1,165	\$4,205	\$4,515
\$33.45–\$33.79	\$820	\$2,945	\$3,240	\$48.50–\$48.84	\$1,175	\$4,235	\$4,545
\$33.80–\$34.14	\$825	\$2,975	\$3,270	\$48.85–\$49.19	\$1,185	\$4,265	\$4,575
\$34.15–\$34.49	\$835	\$3,005	\$3,305	\$49.20–\$49.54	\$1,190	\$4,295	\$4,605
\$34.50–\$34.84	\$845	\$3,035	\$3,340	\$49.55–\$49.89	\$1,200	\$4,325	\$4,635
\$34.85–\$35.19	\$850	\$3,065	\$3,370	\$49.90–\$50.24	\$1,210	\$4,355	\$4,665
\$35.20–\$35.54	\$860	\$3,095	\$3,405	\$50.25–\$50.59	\$1,215	\$4,385	\$4,695
\$35.55–\$35.89	\$865	\$3,125	\$3,435				

*Lowest bracket applicable to employees hired or rehired prior to the effective date.

- (1) For this purpose, Base Hourly Rate includes premium for necessary continuous seven-day operations, but does not include overtime, night shift premium, or any cost-of-living allowance.
- (2) Weekly Sickness and Accident Benefits will be adjusted for disability occurring prior to the day one-year of seniority is attained.
- (3) Schedule II applies to eligible employees who have ten or more years of participation under the Plan on their last day worked preceding a continuous period of disability. Schedule I applies to all other employees eligible for Extended Disability Benefits.

sickness and accident benefits (short-term disability)

recurrent condition

If your medically certified health condition starts again within three months after you have been released to return to work, your condition may be considered a recurrent condition. A recurrent condition is due to the same or related disability resulting from the initial medically certified health condition. It will be treated as a continuation of your initial medically certified health condition, and you will not have to satisfy a new waiting period. The maximum amount of time you may receive sickness and accident benefits for the same condition is 52 weeks, which includes the waiting period. Your covered pay for purposes of determining your disability benefit will be based on your covered pay at the time the condition originally started, versus when the condition starts again, unless you are required to file a new claim.

For example, if you were disabled and received sickness and accident benefits for 20 weeks, returned to work and then became disabled again eight weeks later from the same condition,

you would be eligible for 32 additional weeks of benefits, without a new waiting period. If your second absence results from a different disability, the first absence does not affect the benefits or waiting period, if any, for the second absence.

integration with other disability income

Your sickness and accident benefit amount will be offset by other sources of income paying during your period of disability, such as:

- primary Social Security Disability Insurance Benefits (SSDIB) or unreduced Social Security old age insurance (including retroactive amounts paid for the same period of disability);
- workers' compensation payments;
- unemployment compensation;
- special statutory disability benefits; and
- overpayments.

If you are receiving other income, you must furnish the disability administrator with proof of the amount in the form of an award letter, pay stub or other documentation. Refer to the [recovery of benefit payments](#) section.

You may be required to apply for Social Security Disability Benefits ("SSDIB") if your disability is expected to continue for 52 weeks or longer.

extended disability benefits

Extended disability benefits are payable under the RRC Welfare Plan after you have used all available sick and accident benefits. For the purpose of extended disability benefits, you earn one [year of participation](#) in any calendar year in which you have 1,700 or more paid hours. Paid hours include holiday pay, paid absence allowance, jury duty pay, bereavement pay, and vacation pay allowance. If you have fewer than 1,700 paid hours, you will receive proportionate credit, to the nearest 1/10 of a year, based on your paid hours.

In figuring your credited service, hours at premium pay are considered as straight-time hours.

If you have ten or more years of participation when you become disabled, benefits are payable until recovery, but generally not beyond the end of the month in which you attain age 65.

If you have less than ten years of participation when you become disabled, benefits are payable until recovery, or, if less, for a period equal to your years of participation at the commencement of disability (less the period during which sickness and accident benefits are received), but generally not beyond the end of the month in which you attain age 65.

If you become disabled after age 63, you may receive extended disability benefits for a period beyond age 65.

eligibility

To receive extended disability benefits, you must (1) not be regularly employed, and (2) be totally disabled so as to be unable to perform any job at the plant where you have seniority.

integration with other disability income

Your Extended disability benefit amount will be offset by other sources of income paying during your period of disability, such as:

- any benefit for which you are eligible under any Rolls-Royce Personal Savings Plan;
- certain Social Security benefits;
- workers' compensation;
- any federal or state lost-time disability benefits;
- special statutory disability benefits; and
- overpayments.

Increases in any of these benefits payable after extended disability benefits commence will not be deducted unless the increase represents an adjustment in the original determination of the benefit amount and results in an overpayment. If a retroactive award of any additional sources of benefit payment creates an overpayment of extended disability benefits that were paid during the same period of disability, you will be required to repay the overpayment. You will be required to apply for Social Security Disability Insurance Benefits (SSDIB), under a special procedure designed to handle the offset of SSDIB against extended disability benefits. You also will be required to repay an overpayment incurred due to receipt of an SSDIB award. Refer to the [recovery of benefit payments](#) section.

life, AD&D and disability insurance while you are disabled

Your basic life, accidental death and dismemberment as well as disability insurance will continue for any period during which you are:

- entitled to receive sickness and accident (disability) benefits while totally disabled, and
- totally and continuously disabled and remain on an approved disability leave of absence, but not to exceed the period equal to your years of participation under the RRC Welfare Plan as of the first day of disability.

Also, upon cancellation of your disability benefits, your coverage may be continued for as long as you are entitled to receive monthly extended disability benefits.

If you are deemed no longer disabled and return to work, and you again become totally disabled so as to be unable to work within three working days of the date your leave was canceled, all coverage to which you were entitled will continue at no cost to you while you remain totally disabled. However, coverage cannot continue beyond the period equal to your years of participation as of your first day of disability.

If eligible to continue, you must pay the required monthly contributions to continue any optional life, optional dependent life, and/or personal accident insurance.

Basic life insurance must remain in force to continue optional life and dependent life insurance.

health coverage while you are disabled

In most cases, Company contributions for health care coverage will be continued for the duration of an approved disability leave of absence. If your disability leave is canceled because the period of the leave equals your seniority prior to the leave, the coverage may be continued while you remain entitled to receive sickness and accident or extended disability benefits. Exceptions to the above include, but are not necessarily limited to, the following cases:

- If you are off work because of layoff or personal leave of absence, and your coverage has been discontinued while you are off, and if upon reporting for work you are found disabled and are placed on disability leave of absence without returning to work, you will not be eligible for reinstatement of coverage and continuation while on disability leave (unless otherwise required by law); and
- If you are recalled from permanent layoff, return to work, and become disabled prior to working 12 pay periods during the calendar year, Company contributions while on disability leave of absence will be limited to the number of months of such continuation you were entitled to as of the end of the month prior to your return to work, plus two months.

social security disability insurance benefits (SSDIB)

If you become disabled before age 65, you may be eligible for disability insurance benefits from Social Security. Your nearest Social Security office can tell you if you qualify. Benefits may be payable after you have been disabled for five full calendar months.

Your nearest Social Security office can give your information regarding the amount of Social Security benefits payable because of disability.

It is important for you to apply for Social Security Disability Insurance Benefits for these reasons:

- Failure to claim a Social Security disability award may result in a lesser Social Security old age benefit. Your dependents also may qualify for Social Security benefits.
- You become eligible for Medicare after 24 months of Social Security Disability Insurance Benefits.

If you are receiving Social Security Disability Insurance Benefits and return to work, you may be eligible to continue these benefits, in addition to your wages, up to 12 months. You should contact your nearest Social Security office for additional information.

If you are receiving sickness and accident or extended disability benefits, you may be required to complete an authorization form which allows the Social Security Administration to inform Rolls-Royce Corporation of the status of your claim for Social Security Disability Insurance Benefits. If you fail to complete this authorization, your sickness and accident or extended disability benefits will be suspended until the authorization is received.

recovery of benefits overpayment

If it is determined that any benefit(s) paid to an employee under a Rolls-Royce Corporation disability plan, should not have been paid or should have been paid in a lesser amount, written notice will be provided to the employee, and the employee is required repay the amount of the overpayment.

If the employee does not repay the amount of overpayment promptly, the Company will arrange to recover the amount of the overpayment from any monies then payable, or which may become payable, to the employee in the form of wages or benefits payable under a Rolls-Royce Corporation benefit plan (excluding the Rolls-Royce Corporation Personal Savings Plan).

The information contained in this guide is a brief summary of the disability benefits under the applicable Welfare Plan. It is not intended to describe the disability benefits fully or to serve as a guarantee of plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions.

SECTION 11 — ADDITIONAL BENEFITS

ubreathe tobacco cessation program

The UBreathe Tobacco Cessation Program through RR Wellbeing is designed to help you quit smoking — and stay smoke-free. And it’s free and confidential.

Visit RRbenefitscenter.com and click on RR Wellbeing. Plus, you can earn incentive dollars in your Health Savings Account (HSA) for completing the UBreathe Tobacco Cessation Program through RR Wellbeing. In addition, if you think you might be unable to fulfill this requirement, you might qualify for an opportunity to earn this same reward by different means. Contact the Rolls-Royce Benefits Center at (844) 625-5900 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

employee assistance program

The employee assistance program (“EAP”) offered through Spring Health, provides assistance and support for a range of personal issues including legal, family counseling, alcohol and drug abuse, care for elderly parents and child care resources.

service	
work/life services	moving and relocation, event and vacation planning, child or elder care referrals, home maintenance and repair, education resources, and much more!
legal services	identity theft recovery, divorce, real estate transactions, landlord and tenant issues, civil lawsuits and contracts, wills and power of attorney
financial services	saving for college, household budgeting, debt consolidation, estate planning, general tax questions
counseling services	you have access to experienced, licensed counselors anytime day or night to help with issues like marriage or family relationship problems, grief and loss, work/life balance and more.

Services are available 24 hours a day and are always confidential. Go to springhealth.com/rolls-royce to find available services. You may also browse the website as guest to view information on various topics and numerous resources available through the program (e.g., assessments, webinars, videos). Go to springhealth.com/rolls-royce to learn more. You may also call Spring Health at (855) 629-0554.

choosing your medical plan: Precision Benefits™

Selecting the right medical plan for you and your family can be one of the toughest benefits choices you make during the enrollment process. Precision Benefits is there to assist you with the decision. Use this resource to compare your medical plan options by responding to questions about your expected medical care usage and costs.

using Precision Benefits™

Precision Benefits appears automatically during the enrollment process. When you reach the Medical Benefits section, click “Continue” to answer a series of questions. When you are finished, you will see which plans are good matches for you.

The questions below are examples of those asked by Precision Benefits to help you determine which plans are a good fit for you and your medical needs:

- Who are you planning to cover on your health insurance?
- How many times did you see a doctor last year?
- Do you expect any ongoing prescriptions?
- Do you do a lot of research/comparison shopping to get the best deal?
- Do you have money set aside specifically for health care costs?
- Would you rather pay more for premiums and less when you receive service or less in premiums and more for services when you need it?
- Do you expect any major expenses or surgery next year?

Based on your responses to questions like these, Precision Benefits produces a set of medical plan options marked as, for example, an “OK match” or a “great match” for you and your family. And you can redo your responses as many times as you like to see how different answers affect your recommendations.

telemedicine

Telemedicine—or Telehealth—offered through Anthem Virtual Visits, is available to employees and their eligible dependents enrolled in a Rolls-Royce medical plan. Anthem Virtual Visits is convenient and affordable option for a variety of non-emergency medical services, including dermatology and behavioral health.

Eligible participants have access to board-certified primary care doctors and pediatricians by secure video, phone, email or through the Sydney Health mobile app. Doctors are available 24/7 without an appointment. The program is convenient and cost effective, with your cost per visit much less than the cost of a physician’s office visit. Most visits take 10-15 minutes and doctors can write a prescription*, if needed, that you can pick up at your local pharmacy.

Anthem Virtual Visits are convenient for certain conditions. Below are some examples. To request a virtual care visit, log into your Anthem account or call (888) 823-8576.

general medical conditions

- | | |
|---|--|
| <input type="checkbox"/> bronchitis | <input type="checkbox"/> rash |
| <input type="checkbox"/> cold/flu | <input type="checkbox"/> sinus problems |
| <input type="checkbox"/> fever | <input type="checkbox"/> sore throat |
| <input type="checkbox"/> migraine/headaches | <input type="checkbox"/> stomach ache |
| <input type="checkbox"/> pink eye | <input type="checkbox"/> bladder infection |

Your cost for a general medical consultation is \$45, which will apply towards your in-network deductible and out-of-pocket maximum.

dermatology

Upload images of your issue to the app and get a treatment plan and prescription, if needed, for skin conditions like acne, eczema, psoriasis, rashes, and more.

Your cost for a dermatologist consultation is \$75.

behavioral health

- Talk to a therapist or psychiatrist when you're feeling anxious, stressed, down, or not like yourself.
- Access mental health support if your mental health condition isn't improving, get guidance from the right specialists to progress with your treatment.

Your cost is \$85 for a therapy session, \$200 for a psychiatrist evaluation and \$95 for a psychiatrist ongoing session.

- consulting physicians cannot prescribe DEA controlled substances*

The information contained in this guide is a brief summary of various benefits under the applicable Welfare Plan. It is not intended to describe these benefits fully or to serve as a guarantee of Plan benefits. The official plan documents and contracts govern in case of a dispute over plan provisions.

SECTION 12 — CLAIMS PROCEDURES

procedures for handling questions or disputes about your benefits

The Plan Administrator for both the RRC Welfare Plan and the RRNA Welfare Plan is the Fiduciary Committee of Rolls-Royce North America Inc. Decisions of the Plan Administrator are final and binding. Under certain circumstances, you also may wish to discuss your questions with your Union Benefit Representative. Provisions with respect to such discussions, and procedures for making appeals are set forth below.

If you have questions, or would like further information about your benefits, you should contact your Union Benefit Representatives.

health care benefit claims

The RRNA Welfare Plan covers medically necessary health care expenses that are incurred while your coverage is in effect. An expense is “incurred” on the day you receive a health care service or supply.

The RRNA Welfare Plan does not pay benefits for expenses incurred before your coverage starts or after it ends, even if the expenses were incurred because of an accident, injury or disease that occurred, began or existed while your coverage was in effect. In some cases, however, your coverage can be continued beyond when it would normally end, as discussed elsewhere in this guide.

Claim forms are available from the Union Benefits Representative or by calling Anthem Customer Service at (888) 823-8576. A claim form must be submitted when:

- You use an out-of-network physician;
- You go to a physician for services that are not available through network providers; or
- Anthem needs additional information in order to process your claim, such as coordination of benefits or dependent information not included in a network provider’s filing.

Please contact Anthem Customer Service at (888) 823-8576 for the claim filing address.

All claims must be submitted for payment in a timely manner after the services involved were rendered. In-network providers file the claims on the patient’s behalf within a timeframe specified in the doctor’s contract with Anthem. For an out-of-network provider, the employee or patient is responsible for submitting the claim to Anthem and must do so within two years and ninety days of the date of service.

You will receive an Explanation of Benefits (EOB) from Anthem detailing each claim submission from all parties explaining what medical treatments and/or services were paid for on your behalf. The EOB generally describes the payee, the payer, the patient, date and description of service, the amount (if any) that you are responsible to pay and adjustment reasons, if applicable. If any claims are denied in whole or in part, the EOB will include the reason for the denial or partial payment and how you may appeal an adverse benefit decision. You may also access your EOBs via Anthem’s website at **anthem.com**. If you have a question regarding an EOB statement, please contact Anthem Customer Service at (888) 823-8576 for further explanation.

If your health benefit claim is wholly or partially denied, you will be notified of the decision, after the Plan’s receipt of your claim within the time limit shown below for the type of claim submitted.

claims process for health, disability and other welfare benefits

initial claim determination

When you submit a claim, the insurer or other decision-maker has a certain amount of time to make a determination regarding payment of the claim. The length of time the decision-maker is required to make a determination of your claim varies depending on the type of claim. For non-group health plan claims, the time is 90 days (45 days for disability claims). The decision-maker may obtain an extension of up to 90 days (two extensions, each of up to 30 days, for disability claims) by notifying you before the close of the initial review period that a decision on your claim will be delayed, the circumstances causing the delay and when a decision can be expected. In addition, the applicable determination response may be extended if the claim is filed improperly, the claim is incomplete, or due to matters beyond the decision-maker's control.

For group health plan claims, the time will depend on the type of claim. There are three types of group health plan claims:

1. Urgent care request for benefits: a request for benefits provided in connection with urgent care services;
2. Pre-service request for benefits: a request for benefits which the insurer must approve or in which you must notify the Claims Administrator before non-urgent care is provided; and
3. Post-service: a claim for reimbursement of the cost of non-urgent care that has already been provided.

The applicable time limits for these claims are outlined below:

Urgent Care Group Health Plan Claims *	
Type of request for benefits	Timing
If your request for benefits is incomplete, the Claims Administrator must notify you within:	24 hours
You must then provide completed request for benefits to the Claims Administrator within:	48 hours after receiving notice of additional information required
The Claims Administrator must notify you of the benefit determination within:	72 hours
If the Claims Administrator denies your request for benefits, you must appeal an adverse benefit determination no later than:	180 days after receiving the adverse benefit determination
The Claims Administrator must notify you of the appeal decision within:	72 hours after receiving the appeal

*You do not need to submit urgent care appeals in writing. You should call the Claims Administrator as soon as possible to appeal an urgent care request for benefits.

Pre-Service Group Health Plan Claims*	
Type of request for benefits	Timing
If your request for benefits is filed improperly, the Claims Administrator must notify you within:	5 days
If your request for benefits is incomplete, the Claims Administrator must notify you within:	15 days

You must then provide completed request for benefits information to the Claims Administrator within:	45 days
The Claims Administrator must notify you of the benefit determination:	
- if the initial request for benefits is complete, within:	15 days
- after receiving the completed request for benefits (if the initial request for benefits is incomplete), within:	15 days
You must appeal an adverse benefit determination no later than:	180 days after receiving the adverse benefit determination
The Claims Administrator must notify you of the appeal decision within:	30 days after receiving the appeal (15 days if two levels of appeal are provided)

*The Claims Administrator may require a one-time extension for the initial claim determination, of no more than 15 days, only if more time is needed due to circumstances beyond their control.

Post-Service Group Health Plan Claims	
Type of Claim	Timing
If your claim is incomplete, the Claims Administrator must notify you within:	30 days
You must then provide completed claim information to the Claims Administrator within:	45 days
The Claims Administrator must notify you of the benefit determination:	
- if the initial claim is complete, within:	30 days
- after receiving the completed claim (if the initial claim is incomplete), within:	30 days
You must appeal an adverse benefit determination no later than:	180 days after receiving the adverse benefit determination
The Claims Administrator must notify you of the appeal decision within:	60 days after receiving the appeal (30 days if two levels of appeal are provided)

notice of initial determination

For all claims, you will receive written notice of the initial determination. If your claim is denied, you will receive an adverse benefit determination. You have the right to appeal an adverse benefit determination.

All claim determination letters will notify you of your rights under ERISA and include the following:

- The specific reason(s) for the determination and reference to any specific benefit provision(s) on which the determination is based.
- A description of any additional material or information necessary to perfect the claim and an explanation of why the material or information is necessary.
- A description of the appeal procedures and applicable time limits.
- A statement of your right to bring a civil action under ERISA Section 502(a) following an adverse benefit determination on review.

For urgent care claims, the notice will describe the expedited review process applicable to urgent care claims. Urgent care determinations may be provided orally and followed with written notification.

For group health plan and disability benefit claims, the notice will include the following information:

Group Health Claims	Disability-Related Claims
The date of service, the health care provider, the claim amount (if applicable) and the denial code and its corresponding meaning, as well as a statement that the claimant may request the applicable diagnosis and treatment codes (and their meanings)	Not applicable
The specific reason or reasons for the denial	
Reference to the specific benefit provisions on which the denial was based	
A description of any additional material or information necessary to perfect your claim and an explanation of why such material or information is necessary	
If the claim is for Urgent Care, a description of the expedited review process applicable to such claims	Not applicable
A description of the review procedures and the time limits applicable to such procedures, including a statement of your right to pursue the claim in court if it is denied on appeal.	
If the denial is based on an internal rule, guidance, protocol, or other similar criteria, an explanation of those criteria or a statement that the criteria will be provided to you free of charge upon request	The specific internal rules, guidelines, protocols, standards or other similar criteria relied upon in making the adverse determination or a statement that such rules, guidelines, protocols, standards or other similar criteria do not exist.
If the denial is based on a medical necessity or experimental treatment limit or exclusion, an explanation of the scientific or clinical judgment on which such decision is based, or a statement that such explanation will be provided free of charge upon request	
The statement: “You and your plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency.”	Not applicable
The availability of and contact information for any applicable office of health insurance consumer assistance or ombudsman established under the Patient Protection and Affordable Care Act to assist individuals with the internal claims and appeals and external review procedures	Not applicable
Any other information required by law.	

Disability-related claims. If a claim for disability benefits is denied, in addition to the information listed above, the notice of denial will also contain a discussion of the decision, including an explanation of the basis for disagreeing with or not following:

- the opinions of health care professionals treating the claimant and vocational professionals who evaluated the claimant, provided by the claimant;
- the views of medical or vocational experts whose advice was obtained in connection with a claimant's benefit denial, without regard to whether the advice was relied upon in making the denial; and
- a disability determination regarding the claimant made by the Social Security Administration, provided by the claimant.

The notice will also include a statement that you are entitled to receive, upon request and at no cost, reasonable access to all documents relevant to the claim, and copies of those documents.

appealing a denied health benefit or disability claim

If your health benefit claim or disability claim is denied in whole or in part, you may ask for a review within 180 days of the initial denial as described in this section, and in the certificate or booklet for the applicable benefits. You may also request a review if your health coverage was retroactively removed. In accordance with federal law, you have both an internal and external appeals process; however, the external appeals process is only available in certain circumstances. Contact the applicable Claims Administrator for more information.

A request for review should contain your name and address, the date you received notice your claim was denied, and your reason(s) for disputing the denial. You may submit written comments, documents, records, and other information relating to your claim. If you request, you will be provided, free of charge, reasonable access to, or copies of, all documents, records, and other information relevant to the claim.

The review will take into account all comments, documents, records, and other information you submit relating to your claim, without regard to whether such information was submitted or considered in the initial denial of your claim. The review will be conducted by someone other than the person or persons (or subordinate of such person or persons) who conducted the initial claim determination. The reviewer will provide an independent, full and fair review of your claim and will give no consideration to the initial adverse determination.

Group Health Claims. The following rules apply to a benefit denial that is based in whole or in part on a medical judgment, including decisions about whether a particular treatment, drug, or other item is experimental, investigational, or not medically necessary or appropriate:

- The reviewer will consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment;
- The health care professional consulted by the reviewer cannot be the same individual or the subordinate of the individual who was consulted in connection with the original benefit denial; and
- The medical or vocational experts whose advice was obtained in connection with a claimant's benefit denial will be identified, even if the advice was not relied upon in making the benefit determination.

Disability-related claims. Before issuing a denial on review of a disability benefit claim, the Claims Administrator must also provide the claimant, free of charge, with the following information:

- ❑ Any new or additional evidence considered, relied upon, or generated by the plan, Claims Administrator, or other person making the benefit determination in connection with the claim. Such evidence must be provided as soon as possible, giving the claimant a reasonable opportunity to respond before the reviewer’s deadline for making a decision on review; and
- ❑ Any new or additional rationale used to issue an adverse benefit determination. The rationale must be provided as soon as possible, giving the claimant a reasonable opportunity to respond before the reviewer’s deadline for making a decision on review.

You will receive a written notice of the decision on review. If the claim is denied on review, the notice will contain the following information:

Group Health Claims	Disability-Related Claims
The date of service, the health care provider, the claim amount (if applicable) and the denial code and its corresponding meaning, as well as a statement that the claimant may request the applicable diagnosis and treatment codes (and their meanings)	Not applicable
The specific reason or reasons for the denial	
Reference to the specific Plan provisions on which the denial was based	
A statement that you are entitled to receive, upon request and at no cost, reasonable access to all documents relevant to the claim, and copies of those documents.	
A statement of your right to bring a civil action in court	A statement of your right to bring a civil action in court, including a description of any limitations period that applies to the right to bring an action, and the calendar date on which the limitations period expires
If the denial is based on an internal rule, guidance, protocol, or other similar criteria, an explanation of those criteria or a statement that the criteria will be provided to you free of charge upon request	The specific internal rules, guidelines, protocols, standards or other similar criteria relied upon in making the adverse determination or a statement that such rules, guidelines, protocols, standards or other similar criteria do not exist.
If the denial is based on a medical necessity or experimental treatment limit or exclusion, an explanation of the scientific or clinical judgment on which such decision is based, or a statement that such explanation will be provided free of charge upon request	Not applicable
The availability of and contact information for any applicable office of health insurance consumer assistance or ombudsman established under the Patient Protection and Affordable Care Act to assist individuals with the internal claims and appeals and external review procedures	Not applicable
Any other information required by law	

Procedures for obtaining impartial medical determinations in sickness and accident and extended disability benefits claims have also been developed by Rolls-Royce Corporation and the Union. These medical determinations are final and binding upon you, Rolls-Royce Corporation, the Union, and the insurance company.

external review of a denied health benefit claim

You or your authorized representative may, in certain limited circumstances, submit a denied health benefit claim to an independent review organization for external review. Contact the Claims Administrator (Anthem) for more information on this option.

life insurance and accidental death and dismemberment (AD&D) appeals

If you (1) disagree with a carrier's disposition of your benefit claim, (2) have any question regarding lack of coverage, or (3) are concerned about an anticipated claim, you may request the assistance of your union benefit representative to provide assistance with your problem. If your union representative cannot resolve your problem, your case may be referred to the International Union and the Rolls-Royce Corporation for further consideration. If your case involves a denial of benefits, and the International Union and the Rolls-Royce Corporation cannot resolve the issue, the International Union may request Rolls-Royce Corporation to have your case reviewed by the appropriate carrier.

If your claim for a life insurance or AD&D benefits is denied, your beneficiary (or you or your authorized representative for AD&D), may submit a complaint or dispute of the denied claim to the insurer as outlined in the certificate of coverage. You should submit a written request to the address in the claim denial letter.

If your appeal is denied, the Claims Administrator will provide you written notice of its determination. The notice will provide you:

1. The specific reason(s) for the determination and reference to any specific benefit provision(s) on which the determination is based.
2. A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the claim for benefits; and
3. A statement describing any voluntary appeals procedures and your right to bring an action under ERISA Section 502(a).

finality of determinations

All claims determinations regarding a benefit claim are final, conclusive and binding. If you wish to preserve your rights to bring a civil action under ERISA section 502(a), you must follow those procedures and file your civil action within one year of the date on which your claim for benefits is denied upon final review.

For questions about your rights, these claims procedures, or for assistance, you can contact the Employee Benefits Security Administration at (866) 444-EBSA (3272).

SECTION 13 — ADMINISTRATIVE INFORMATION: ERISA

This section includes information on plan administration and other matters required to be addressed in summary plan descriptions for ERISA-covered programs.

type of ERISA-covered plan

The Rolls-Royce Corporation Welfare Benefits Plan (RRC Welfare Plan) is a welfare benefit plan providing life and disability insurance coverage to employees. Life and AD&D insurance is provided by MetLife. Sickness and accident and extended disability benefits are provided through Lincoln Financial Group; and

The Rolls-Royce North America Welfare Benefits Plan (RRNA Welfare Plan) is a welfare benefit plan providing self-insured health coverage for employees and their eligible dependents. Health care coverage is provided through Anthem Blue Cross/Blue Shield. Prescription drug coverage is provided by Express Scripts. Dental coverage is provided by Delta Dental and vision coverage is provided by Anthem Blue View Vision. Health FSA is offered through Voya Financial.

plan year

December 31 is the last day of the fiscal year for the Welfare Plans. Records of these plans are kept on a calendar year basis.

named fiduciary

The named fiduciary for the Welfare Plans is the Rolls-Royce North America Fiduciary Committee.

sponsoring employer and administrator

Rolls-Royce Corporation is the sponsoring employer of the RRC Welfare Plan, and the Rolls-Royce North America Fiduciary Committee is the Plan Administrator. The administrator's address is: 1900 Reston Metro Plaza, Suite 400, Reston, VA 20190. Its telephone number is 703-834-1700.

Rolls-Royce North America is the sponsoring employer of the RRNA Welfare Plan, and the Rolls-Royce North America Fiduciary Committee is the Plan Administrator. The administrator's address is: 1900 Reston Metro Plaza, Suite 400, Reston, VA 20190. Its telephone number is 703-834-1700.

identification number

Rolls-Royce Corporation's employer identification number is 35-1899021. The Plan number for the RRC Welfare Plan is 511.

Rolls-Royce North America's employer identification number is 54-1967187. The Plan number for the RRNA Welfare Plan is 501.

legal process

Service of legal process on Rolls-Royce Corporation may be made at Rolls-Royce Corporation, Legal Department, P.O. Box 420, Indianapolis, IN 46206-0420.

Service of legal process on Rolls-Royce North America may be made at Rolls-Royce North America, Legal Department, 1900 Reston Metro Plaza, Suite 400, Reston, VA 20190

Service of process may also be made upon the Administrator or Trustee of the Plans, as applicable.

funding for benefits

Benefits are self-funded through a combination of participant and Employer contributions and insurance as described below:

Health, dental and vision benefits are self-insured by Rolls-Royce North America. Benefits are paid from the Rolls-Royce North America’s general assets;

Health Savings Accounts are funded by participant and Rolls-Royce Corporation contributions;

Basic life and accidental death and dismemberment benefits are funded by premiums paid by Rolls-Royce Corporation and are insured by MetLife;

Optional life insurance, dependent life insurance and personal accident insurance benefits are funded by premiums paid by the participant and are insured by MetLife; and

Extended (long-term) disability benefits are self-insured by Rolls-Royce Corporation.

claims administrators

Medical	Prescription drugs	Vision Care	Dental
Anthem P. O. Box 105187 Atlanta, GA 30348 (888) 823-8576 anthem.com	Express Scripts P. O. Box 14711 Lexington, KY 40512 (800) 987-5248 express-scripts.com	Anthem Blue View Vision P.O. Box 8504 Mason, OH 45040 (866) 723-0515 anthem.com	Delta Dental P.O. Box 9085 Farmington Hills, MI 48333 (800) 524-0149 deltadental.com or deltadentalin.com (IN only)

Life/AD&D	Disability	FSA	Mental Health & Alcohol/Substance Use Disorder
MetLife P. O. Box 6100 Scranton, PA 18505 (800) 638-6420 metlife.com	Lincoln Financial Group P. O. Box 7206 London, KY 40742 (877) 562-9977 mylincolnportal.com	Voya Health Accounts Solutions P. O. Box 1300 Manchester, NH 03105 (888) 401-3539 voyahealthsolutions.com	Behavioral Health Resource Center P.O. Box 105187 Atlanta, GA 30348 (844) 792-5141 anthem.com/mental-health

COBRA administrator

HealthEquity (formerly WageWorks)
P. O. Box 223684
Dallas, TX 75222-3684
(866) 747-0039
wageworks.com

HSA custodian

Fidelity Management Trust Company
245 Summer Street
Boston, MA 02210

your ERISA rights

As a participant in the Welfare Plans, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled by law to:

receive information about your plan and benefits

Examine, without charge, at the plan administrator's office and at other specified locations, such as worksites and union halls, all documents governing the plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the plan administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.

Receive a summary of the plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.

continue group health plan coverage

Continue health care coverage for yourself, spouse or dependents if there is a loss of coverage under the plan as a result of a qualifying event. You or your dependents may have to pay for such coverage. Review this summary plan description and the documents governing the plan on the rules governing your COBRA continuation coverage rights.

prudent actions by plan fiduciaries

In addition to creating rights for plan participants ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a welfare benefit or exercising your rights under ERISA.

enforce your rights

If your claim for a welfare benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator

to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous. However, no legal action may be commenced or maintained against the Plan until after you exhaust the Plan's claims procedures, which are described in this document.

assistance with your questions

If you have any questions about your plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 866-444-3272.

Rolls-Royce right to amend, modify, suspend or terminate

Rolls-Royce Corporation and Rolls-Royce North America intend that the Welfare Plans will continue indefinitely, but reserve the right to amend, modify, suspend, or terminate either Plan in any manner permissible under applicable law. No changes to the benefits described hereunder with respect to UAW employees may be made until the expiration of the 2025 Collective Bargaining Agreement, except as required by law or as mutually agreed between Rolls-Royce Corporation and the UAW. The 2025-2030 Collective Bargaining Agreement expires February 2030.

No person has the authority to commit the Company to any benefit or benefit provision not provided for under the applicable benefit plan, or to change the eligibility criteria or any other provisions of such benefit plan.

Upon termination of either Welfare Plan, coverage will cease as of the effective date of termination. Benefits for covered services received or eligible expenses incurred prior to program termination will be covered if claims for those benefits are submitted timely.

In general, your medical and prescription drug coverage cannot be terminated retroactively, except in cases of fraud, intentional misrepresentation of a material fact, failure to pay the required employee cost on time, or if you elect to terminate coverage.

collective bargaining agreement

The Rolls-Royce Corporation Welfare Benefits Plan and Rolls-Royce North America Welfare Benefit Plan are maintained pursuant to a collective bargaining agreement with the UAW. A copy of the agreement may be obtained upon your written request to your union representative or the Plan Administrator.

SECTION 14 — GENERAL INFORMATION ABOUT YOUR BENEFITS

cost of your benefit plans

Rolls-Royce Corporation pays the full cost of basic life insurance, basic accidental death and dismemberment (AD&D) and disability insurance (after you become eligible while you are in active service). You pay the full premium cost of optional life, optional dependent life, and optional AD&D insurance and disability benefit coverage after you become eligible while you are in active service. Refer to details about the cost of coverage in each applicable benefit section.

If you elect to enroll in coverage under COBRA, you are generally required to pay the full premium, the 2% administration fee, as well as pay any coinsurance, deductibles or sanctions required under the rules of the RRNA Welfare Plan.

recovery of benefit payments

If any benefit paid to you or on your behalf (or to one of your dependents or on his or her behalf) should not have been paid, or should have been paid in a lesser amount, and you fail to promptly repay the amount, the overpayment may be recovered from any monies then payable, or which may become payable, to you in the form of wages or benefits payable under the applicable Welfare Plan.

life, accidental death & dismemberment, and health care benefits

The life and disability benefits under the RRC Welfare Plan will be administered in compliance with state insurance laws to the extent legally required and to the extent such laws are not preempted by federal law.

life and disability coverage

Upon return to active work from permanent layoff, you will be eligible for disability benefits on the first day you are at work after you have received earnings for 12 pay periods within a calendar year following your return to work. If you become disabled prior to meeting this earnings eligibility requirement, you may be eligible for reinstated disability benefits. See [Section 10 — Disability Benefits](#) for more information.

health care coverage

Upon return to active work from layoff, any coverage discontinued while on layoff with seniority will be reinstated the day you return to work. Company contributions also will resume at that time.

for employees on non-disability leave

If you are granted a non-disability leave of absence, you will be given a notice explaining (1) your life and disability benefit and health care program continuance privileges, and (2) any monthly contributions you may have to make.

life and disability coverage

Coverage may be continued for the following periods, after the month in which you last worked prior to an approved leave of absence (other than for disability).

- for the first month, basic life, accidental death and dismemberment, and disability benefit coverage in force are continued at no cost to you.

- ❑ thereafter, you may continue basic life and accidental death and dismemberment coverage up to 11 months, provided you contribute \$.50 per month per \$1,000 of basic life insurance.

If you are granted a non-disability leave of absence because of a medical condition that may be expected to result in total disability in the future (e.g., anticipated surgery or termination of pregnancy), sickness and accident and extended disability benefit coverage, which are discontinued at the end of the month following the month in which you last worked, may be reinstated. For disability coverage to be reinstated, you must (1) have been making contributions to continue your basic life insurance, and (2) present medical evidence satisfactory to Rolls-Royce Corporation that you are totally disabled. Reinstatement will be made effective as of the date you present satisfactory medical certification of your disability. Rolls-Royce Corporation will pay the full cost of your life and disability coverage. Such contributions will start the first of the month in which you present evidence satisfactory to Rolls-Royce Corporation of your total disability.

If eligible to continue, you must make the required monthly contributions to continue optional life, dependent life and personal accident insurance. Basic Life Insurance must remain in force in order to continue optional life and dependent life insurance.

health care coverage

Your health care coverage as an active employee ends at the end of the month in which you are last in active service. Thereafter, you may continue coverage under the applicable provisions of Federal Law (see [continue group health plan coverage](#) section). If for some reason you are ineligible to continue coverage under COBRA, you may continue coverage, on a self-paid basis, for up to 12 months while your seniority remains unbroken.

If you are granted a non-disability leave of absence in anticipation of a later disability, and if you continue your coverage on a self-paid basis, you will be eligible for reinstatement of Company contributions for coverage, and for continuation of coverage during the period you are disabled.

flexible spending accounts

If you go on a paid leave of absence, participation in your Health Care FSA continues, but participation in your Dependent Care FSA will cease on your last day worked.

For the Health Care FSA, the Company will continue payroll deductions. You can submit claims for reimbursement for eligible expenses incurred in the current year through March 31 of the following plan year. For example, the deadline to submit claims for expenses incurred through December 31, 2025, is March 31, 2026.

For the Dependent Care FSA, participation ends on your last day of work, but you may continue to submit claims for reimbursement for eligible expenses incurred through the remainder of the year until March 31 of the following year. You may not continue to make deposits into your account.

When you take a paid leave of absence and return within the same calendar year, you must wait until the next annual open enrollment period to resume your Dependent Care FSA participation unless you have a qualifying “change in status” event. When you take a paid leave of absence and return in a different calendar year, you may elect to participate in a Dependent Care FSA immediately upon your return to work.

the family and medical leave act of 1993 (FMLA)

Under the Family and Medical Leave Act of 1993 (FMLA) you may be eligible to take unpaid leave for a period of up to twelve (12) work - weeks per calendar year because of:

- the birth of a child or the placement of a child for adoption or foster care,
- the need to provide care for a family member (child, spouse, parent) with a serious health condition, or
- a serious health condition which makes you unable to do your job.

Rolls-Royce Corporation will maintain your health care coverage during an approved FMLA leave on the same basis as if you remained an active employee.

If you do not return to work following an FMLA leave, your eligibility for continuation of health care coverage, if any, and the basis of such continuation, will be governed by the RRNA Welfare Plan provisions applicable to what is determined to be your status as of and following the date you fail to return to work. However, under the FMLA, Rolls-Royce Corporation can recover the cost of health care coverage continued during the FMLA leave, if you do not return to work, unless your failure to return is caused by another serious health condition or another reason beyond your control.

for employees terminating employment

life and disability benefits

If you (1) cease active work at or after age 60, but before age 65, (2) had five or more years of participation at the end of the month in which you attained age 60, and (3) were insured from age 60 to the date you cease work, you may continue your basic life and accidental death and dismemberment insurance to the end of the month in which you attain age 65, provided you contribute \$.50 per month per \$1,000 of basic life insurance.

health care benefits

If you terminate employment with Rolls-Royce Corporation for any reason other than discharge for gross misconduct, you may continue health care coverage for you or your dependents under COBRA. Refer to the [COBRA continuation coverage](#) section.

when your coverage terminates

Health care coverage ends on the last day of the month in which you quit voluntarily or are discharged.

Basic life and accidental death and dismemberment, as well as disability benefit coverage, terminates on your last day of active employment if you quit voluntarily or are discharged. If your employment is terminated for any other reason, except retirement, all coverage continues until the last day of the month in which your seniority is broken.

However, in any case where an employee files a grievance protesting loss of seniority, life insurance and disability coverage will remain in effect until the last day of the month in which seniority is broken. While the grievance is pending, an employee may continue life insurance coverage, by making the required monthly contributions.

Optional life insurance terminates on the earliest of the following dates: (1) on the date that your basic life insurance ceases, (2) on the last day of the calendar month preceding the month for which a required contribution was due, but not paid, or (3) when you attain age 70 or the last day of the calendar month preceding your retirement effective date, if later. Dependent Life Insurance also ceases when you no longer have an eligible dependent.

Optional Accidental Death and Dismemberment (AD&D) insurance terminates on the earliest of the following dates: (1) on the date your basic life insurance ceases, except during periods of layoff or leave of absence or retirement, or (2) on the last day of the calendar month preceding the month for which a required contribution was due but not paid. Optional dependent AD&D terminates when that covered person no longer is an eligible dependent. If you quit voluntarily, or are discharged, all insurance ceases immediately.

program conversion privileges

During the 31 days following cancellation of your life insurance and/or health care coverage:

- you may convert, at your expense, all, or part, of your basic life, optional life and optional dependent life to an individual policy, without medical examination. Any type of life insurance policy, except term insurance, then being issued by MetLife may be selected. You will be sent the conversion notice by the Rolls-Royce Benefits Service Center, but you will work directly with MetLife on the conversion process. For details on how to convert your life insurance coverage to an individual policy, see the [conversion options](#) section.
- you may obtain, at your expense, whatever “direct pay” individual contract for basic health care (but not for prescription drugs, hearing aid, vision or dental) coverage then available from the carrier through which you have been enrolled. Application must be made in accordance with a notice that you may receive from the carrier.

SECTION 15 — IMPORTANT INFORMATION & RESOURCES

notify a Union Benefit Representative as soon as possible if:

- you change your address;
- your marital status changes;
- your dependents change;
- you become disabled;
- your spouse dies;
- your beneficiary dies;
- you desire to change your beneficiary;
- you, your spouse or a dependent become eligible for Medicare part B;
- you are laid off and secure other employment; and
- you become eligible for Social Security Disability Insurance Benefits.

Use your employee ID number in all of your communications to Rolls-Royce Corporation and the Plan Administrator. You will also need to notify the GBS People Services at (317) 230-7777 (or toll-free at (877) 787-6247) if your address changes.

social security or Medicare-related questions

Contact your local Social Security office at (800) 772-1213 if you have any questions about Social Security or Medicare.

important phone numbers and website

Benefit and Carrier	Phone number	website
Rolls-Royce Benefits Center	(844) 625-5900	RRbenefitscenter.com
Medical	- Anthem Customer Service (888) 823-8576	anthem.com
	- Medical Pre-Certification	
Prescription drugs	Express Scripts (800) 987-5248	express-scripts.com
Dental	Delta Dental (800) 524-0149	deltadentalin.com
Vision	Anthem Blue View Vision (866) 723-0515	anthem.com
Flexible Spending Accounts (FSAs)	Voya Financial (833) 232-4673	Myhealthaccountsolutions.voya.com

Benefit and Carrier		Phone number	website
Health Savings Account (HSA)			
- Account balance, Reimbursement	Fidelity	(800) 544-3716	netbenefits.com
- Contribution changes	Rolls-Royce Benefits Center	(844) 625-5900 (option 4)	RRbenefitscenter.com
Telemedicine	Anthem Virtual Care	(888) 823-8576	anthem.com/virtual-care
Disability	Lincoln Financial	(877) 562-9977	mylincolnportal.com
Life and AD&D insurance	MetLife	(800) 638-6420	metlife.com
Wellness Program	Propel RR Wellbeing	(888) 339-4131	usrrwellbeing.com
Behavioral health/substance use disorder	Behavioral Health Resource Center	(844) 792-5141	anthem.com
Employee Assistance Program (EAP)	Spring Health	(855) 629-0554	Rolls-royce.springhealth.com

The information contained in this guide is a brief summary of the applicable Welfare Plan. It is not intended to describe the programs fully or to serve as a guarantee of benefits. The official plan documents and contracts govern in case of a dispute over program provisions.

B: Personal Savings Plan



Rolls-Royce Corporation
Personal Savings Plan
for Hourly-Rate Employees
Summary Plan Description

February 2025-February 2030 Labor Agreement

NOTE

This document is only a summary of certain *portions* of the Plan in *non-legal* language. Please do not misunderstand: Only the Plan document itself gives any person a legal right to benefits and this is not the Plan document. This summary does not describe all the provisions of the Plan and is not a substitute for the Plan document. Therefore, if you want to determine your rights under the Plan, do not rely on this limited description; ask to see a copy of the Plan document. If the terms of this summary conflict with the terms of the Plan document, the terms of the Plan document or administrative rules made by those running the Plan will control. Nobody speaking on behalf of the Plan or on behalf of the Plan sponsor can vary the terms of the Plan.

April 2026

EIN: 52-2179343

PLAN 001

Table of Contents

	Page
PERSONAL SAVINGS PLAN	B-1
INTRODUCTION	B-1
ELIGIBILITY	B-2
ENROLLMENT	B-2
CONTRIBUTIONS	B-4
LIMITS ON CONTRIBUTIONS	B-8
ROLLOVER CONTRIBUTIONS	B-8
VESTING	B-10
NAMING YOUR BENEFICIARY	B-11
ACCESSING INFORMATION ABOUT YOUR ACCOUNT	B-11
SPECIAL RIGHTS UPON RETURN FROM MILITARY SERVICE.....	B-13
INVESTING YOUR ACCOUNT	B-13
ACCESS TO YOUR SAVINGS WHILE EMPLOYED	B-15
TRACKING YOUR SAVINGS	B-19
RECEIVING YOUR BENEFIT	B-19
IF YOU LEAVE THE COMPANY	B-20
IF YOU BECOME DISABLED	B-21
WHEN YOU DIE.....	B-22
APPLYING FOR BENEFITS.....	B-22
PAYMENT DIRECTLY TO YOU	B-23
ROLLOVERS AND TRANSFERS.....	B-23
IMPORTANT TAX INFORMATION	B-24
THINGS THAT CAN AFFECT YOUR BENEFIT	B-26
CLAIMS PROCEDURES	B-27
ADMINISTRATIVE INFORMATION: ERISA	B-30
YOUR ERISA RIGHTS	B-32

PERSONAL SAVINGS PLAN

introduction

The Rolls-Royce Corporation Personal Savings Plan for Hourly-Rate Employees (the “Personal Savings Plan” or the “Plan”) is a defined contribution plan designed to give you a way to save for retirement on a tax-favored basis. The Plan applies to Rolls-Royce employees covered by the UAW collective bargaining agreement (“CBA”). This summary reflects amendments made through April 2026.

personal savings plan features

<input type="checkbox"/> your Contributions	You may contribute up to 75% of eligible weekly earnings on a pre-tax, Roth or after-tax (non-Roth) basis up to the IRS annual limit; <i>in addition</i> , if you are age 50 or older, you may make additional contributions of up to 50% of your weekly earnings on a pre-tax basis or Roth basis (“catch-up” contributions).
<input type="checkbox"/> automatic enrollment for new hires	If you are a new UAW employee, you will be automatically enrolled at a pre-tax contribution rate of 3% (unless you make an election not to participate within the 90 day period following the date you are eligible to participate).
<input type="checkbox"/> company matching contribution	You will receive a Company match of 100% of the first 7% of your eligible earnings that you contribute to the Plan if you were hired as a UAW employee on or after September 18, 2006.
<input type="checkbox"/> company nonelective matching contribution	You may receive a Company contribution of 3% of your eligible earnings if you were hired as a UAW employee on or after September 18, 2006.
<input type="checkbox"/> in-plan Roth rollover	You may convert your eligible vested non-Roth contributions (pre-tax and after-tax contributions) to Roth contributions.
<input type="checkbox"/> rollover contributions	You may roll over a balance from a prior employer’s qualified retirement plan or an Individual Retirement Account (IRA).
<input type="checkbox"/> investing your account	You can invest your account among a number of investment funds.
<input type="checkbox"/> vesting	Your contributions and matching contributions are 100% vested; company nonelective contributions vest in full after three years.
<input type="checkbox"/> loans	You may have up to five outstanding loans.
<input type="checkbox"/> withdrawals	You can withdraw money from your account while employed (within plan limitations).
<input type="checkbox"/> when your account is paid	Your vested account balance is paid upon your request when you leave the Company for any reason.
<input type="checkbox"/> how your account is paid	Your account is paid in a lump sum or in installments.

eligibility

You are eligible to participate in the Personal Savings Plan as of the first full pay period that begins after you have acquired Seniority. You attain Seniority after working at least 90 days in a position covered by the CBA within a six month period. You may discontinue participation in the Personal Savings Plan at any time.

To be considered an eligible employee, you must be a regular hourly employee of Rolls-Royce Corporation (the “Company”) who is employed in the United States and is covered by the CBA. Both full-time and part-time employees are eligible for the Personal Savings Plan.

The following employees are not eligible under the Personal Savings Plan:

- employees who have not yet acquired seniority under the CBA;
- hourly-rate employees who are not covered by the CBA;
- salaried (and other non-union employees); and
- leased employees.

Once you acquire Seniority, you are eligible to participate.

rehires and change in status

If you were a Plan participant who terminated employment with the Company or moved to an ineligible position and are later rehired in an eligible position with the Company, your eligibility to participate in the Plan will be as follows:

- If you have Seniority at the time you are rehired or reemployed in an eligible position, you will become eligible to participate in the Plan upon rehire.
- If you do not have Seniority at the time you are rehired or reemployed in an eligible position, and you are rehired or reemployed in an eligible position on or after February 1, 2021, you will become eligible to participate in the Plan after you have attained Seniority.

enrollment

Once you have obtained Seniority, you will be *automatically enrolled* in the Plan within one to two pay periods, unless you either elect not to participate or make a different deferral election. See [voluntary enrollment](#) for more details.

You will be automatically enrolled at a contribution rate of 3% of your pre-tax eligible earnings and will continue to contribute at this rate until you affirmatively elect to either change or cancel the contributions. You may increase, decrease or suspend future contributions at any time by contacting Fidelity. If you wish to opt out of the automatic enrollment feature entirely, you must do so within 90 days of your hire date.

You will receive information about enrollment on or about the time you obtain Seniority.

voluntary enrollment

Once you have obtained Seniority, you may elect to enroll in the Plan prior to being enrolled automatically. When you enroll, you will elect:

- what percentage of your eligible pay you want to contribute to the Plan,
- if you want to contribute to the Plan on a pre-tax, Roth and/or after-tax basis; see the [contributions](#) section for information,
- your investment options; see the [investing your account](#) section for details, and
- your communication preferences.

You may enroll in the plan by phone or online by contacting Fidelity Investments (“Fidelity”)—the recordkeeper for the Plan

- enroll by phone:** Rolls-Royce Benefits Center at (844) 625-5900 (option 5), or
- enroll online:** Fidelity NetBenefits® at netbenefits.com. Refer to the [using the Fidelity system—NetBenefits®](#) section for registration details.

making changes

To change your contribution percentage, elect what type of contributions you would like to make (pre-tax, Roth or after-tax) or to stop participating, you must contact Fidelity.

You will need to verify some personal information when you call or log on. Then, you will need to:

- indicate the whole percentage of eligible earnings (from 1% to 75%) that you want to save. An election of 0% ceases your contribution to the Personal Savings Plan. See the [contributions](#) section for information.
- indicate how you want to invest your savings. See the [investing your account](#) section for details.
- complete an online beneficiary designation indicating whom you want to receive your vested account balance if you should die before receiving a distribution of your entire benefit interest from the Personal Savings Plan. See the [naming your beneficiary](#) section for details.

If you are new to the Company, and you have assets in another employer’s plan, you may be able to transfer your assets to the Personal Savings Plan. See the [rollover contributions](#) section for information about transferring funds.

when participation begins

Your participation should begin no later than the first day of the second pay period following the date you elect to enroll or are enrolled automatically.

Once you enroll—or are automatically enrolled—an account will be established for you at Fidelity for the Personal Savings Plan. If you didn’t already complete the new user registration process on

NetBenefits, you will need to verify your identity, set up your username and create a password on NetBenefits to access your account online or Fidelity’s voice response system. See the [using the Fidelity system—NetBenefits®](#) section for more information.

when participation ends

Your ability to make contributions into the Personal Savings Plan ends when you are no longer eligible due to termination, retirement, death, transfer, a change in your employment status or extended disability without wage continuation.

contributions

You decide how much of your eligible earnings to contribute to the Personal Savings Plan. You may elect to contribute between 1% and 75% of your eligible earnings, in whole percentages. Your contributions can be made on a pre-tax, Roth or an after-tax basis (or any combination of the three). In addition, if you are eligible, you may make catch-up contributions of no less than 1% and no more than 50% of your eligible earnings. However, your total contributions to the Personal Savings Plan each pay period (including catch-up contributions) cannot be more than 75% of your eligible weekly earnings.

For example, if you’re contributing 10% of your eligible earnings on a pre-tax basis, you cannot contribute more than 65% on an after-tax and/or Roth basis. See the [limits on contributions](#) section for more information on how much you may contribute each year.

Your Contributions Per Pay Period	Limits on Your Contributions	
Pre-Tax Contributions	1%-75%	75% of eligible weekly earnings
Roth Contributions	1%-75%	
After-Tax Contributions	1%-75%	50% of eligible weekly earnings
Catch-up Contributions (Pre-Tax or Roth)	1%-50%	

pre-tax contributions

When you set aside part of your paycheck on a pre-tax basis, you put money into the Personal Savings Plan before federal, and in most cases, state and local income taxes (if applicable) are calculated. As a result, your taxable income – and therefore the taxes you owe – are lower. However, your contributions are subject to Social Security (FICA) taxes.

The investment earnings on your pre-tax contributions are also tax-deferred. This means you don’t pay taxes on your investment earnings until you actually receive them.

Roth contributions

When you make Roth contributions, those contributions come out of your eligible earnings after income and employment taxes have been applied. Although Roth contributions are made after-tax, they are subject to the same distribution restrictions as pre-tax contributions, and are not subject to income taxes when distributed to you from the Plan.

The investment earnings on your Roth contributions are not subject to income taxes when distributed from the Plan if the date you made your first Roth contribution is at least five years

prior to when you receive a distribution and you are over age 59½ or disabled under the Roth rules. See [important tax information](#) below for details on “qualified distributions.”

Your designation of a contribution as a Roth contribution is irrevocable once the contribution is made.

after-tax contributions

You also have the option of contributing to the Personal Savings Plan on an after-tax basis. This means your contributions will come out of your eligible earnings after income taxes are calculated. While after-tax contributions do not offer the same tax advantages as pre-tax contributions, they offer the convenience of regularly saving for retirement; and, since you already paid taxes on the contributions, they will not be taxed when you withdraw the funds.

The investment earnings on your after-tax contributions accumulate on a tax-deferred basis, so you don't pay taxes on the earnings until they are paid to you.

Remember: Contributions can be made on a pre-tax, Roth, or after-tax basis or a combination of all three.

catch-up contributions

You are eligible to also make catch-up contributions if you are age 50 or older (or turning age 50 by the last day of the calendar year). This election must be made in whole percentages, and may be between 1-50% of your eligible earnings and may not exceed more than 75% of your eligible earnings when combined with your regular pre-tax and Roth deferrals. Catch-up contributions are treated as deferred savings for investments, vesting, matching contributions, withdrawals and distributions under the Personal Savings Plan.

The IRS places an annual limit on catch-up contributions. For 2026, the limit is \$8,000. This limit is indexed for inflation and may increase in the future.

Catch-up contributions must be made on a Roth basis for certain participants

Please note that a new federal law may change how you make catch-up contributions. Beginning in 2026, if your FICA wages (Social Security wages in Box 3 of your W-2) in the previous year are greater than the IRS threshold (\$150,000 for 2026), your catch-up contributions must be made as Roth contributions. The wage threshold will be adjusted annually for cost-of-living increases. If you worked for more than one of the Company's affiliates in the previous year, your FICA wages will be aggregated to determine whether you exceeded the applicable wage threshold.

If you are affected by this new rule, all catch-up contributions you make will be deemed to be designated as Roth contributions, meaning they are included in your taxable income when made. You will be given an effective opportunity to make a different election (i.e., to elect to make no catch-up contributions or to change your overall deferral structure) before the deemed election will apply. An annual notice will be provided to you if this rule applies to you. You will be responsible for changing your election by the deadline provided in the notice.

Increased contribution limit for participants ages 60 to 63

Beginning January 1, 2025, if you are age 60, 61, 62, or 63, you are eligible to make catch-up contributions subject to a higher limit. The catch-up contribution limit for participants ages 60 to 63 is \$11,250 for 2026. Your eligibility for the increased contribution limit is determined by your age on December 31 of each Plan Year. For example, if you are age 59 as of January 1, 2026 and will be age 60 on or before December 31, 2026, the increased limit applies to you in 2026. However, if you are age 63 as of January 1, 2026 and will turn age 64 on or before December 31, 2026, the increased limit will not apply to you.

If you are eligible and wish to elect catch-up contributions, contact Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (option 5) or online at Fidelity NetBenefits® at *netbenefits.com*. If you call, the interactive voice response system will ask you to enter or say your username or Social Security number, followed by the pound (#) sign. Follow the prompts to speak with a customer service representative.

defining your eligible earnings

Your eligible earnings refer to your weekly base pay, plus any shift premium or cost of living allowances, certain performance bonus payments (including profit sharing payments), differential wage payments, and, if applicable, any EPO/PPO transition payments (for purposes of employee contributions only). Eligible earnings also include overtime for purposes of employee contributions and Company matching contributions, but not for Company nonelective contributions.

Your eligible earnings do not include fees, allowances, short- or long-term disability payments, or any other special payments.

company matching contributions

The Company will match 100% of the first 7% of your eligible earnings that you contribute each pay period, including pre-tax, Roth, after-tax, and catch-up contributions. The matching contributions go into your account on a tax-deferred basis. That means you don't pay any taxes on them (or on any investment earnings) until you actually receive them. You are always 100% vested in the matching contributions. See the [vesting](#) section for more information.

If you change your contribution amount, the matching contributions may change accordingly. *For example*, if you contribute 7% in pre-tax, Roth and/or after-tax contributions, you will receive 7% company matching contributions. If you change your deferral election to 3% in pre-tax, Roth and/or after-tax contributions, you will receive 3% company matching contributions. If you stop your contributions, the matching contributions also stop. If you begin contributing again, you will begin receiving company matching contributions equal to 100% of the first 7% of your eligible earnings.

The Company does not match any rollovers or funds transferred from other plans.

company nonelective contributions

The Company may make nonelective contributions equal to 3% of your eligible weekly earnings for the Plan Year (or portion of the Plan Year) during which you were employed if you meet the following criteria:

- you were hired as a UAW employee on or after September 18, 2006 (which includes “tier 2” employees; and
- you are an eligible Participant in the Personal Savings Plan and are employed on the last day of the Plan Year (December 31).

If you are eligible based on the criteria above you will also share in the company nonelective contribution for a Plan Year if your employment with the Company terminated during the Plan Year as a result of your death, disability or retirement.

Company nonelective contributions shall be paid to the Trustee no later than the date prescribed by law for filing the Company’s federal income tax return, including extensions. In general, the company nonelective contribution will be deposited into your account by the end of March following the end of the Plan Year for which the company nonelective contribution is made. For example, the company nonelective contribution for 2026 is deposited to the trust by the end of March 2027.

Company nonelective contributions are subject to a three-year vesting schedule. See the [vesting](#) section for more information.

in-plan Roth rollover

An In-Plan Roth Rollover allows you to convert your eligible vested non-Roth contributions (i.e., pre-tax contributions or after-tax contributions) in the Plan to Roth Contributions. An In-Plan Roth Rollover from pre-tax contributions is taxable during the year of conversion. That means that your taxable income for the year of conversion will be increased by the amount you choose to convert as an In-Plan Roth Rollover. If you convert after-tax Contributions, you will owe taxes on any investment earnings generated before your conversion date.

Because the amount of your In-Plan Roth Rollover is included in taxable income, you will not pay any income tax on your In-Plan Roth Rollover when it is later distributed to you from the Plan. However, earnings on your In-Plan Roth Rollover will be taxable when they are distributed to you from the Plan unless the distribution is a “qualified distribution.” See [important tax information](#).

The following rules apply to In-Plan Roth Rollovers:

- you can only convert account balances that are 100% vested.
- you cannot convert outstanding loan balances.
- once you process an In-Plan Roth Rollover, you cannot reverse the conversion.
- contributions that you convert to Roth contributions in an In-Plan Roth Rollover are generally subject to the same rules that applied before the conversion.

- ❑ In-Plan Roth Rollovers are not eligible for matching contributions.
- ❑ Participants, surviving spouses and alternate payees under a qualified domestic relations order are eligible to make In-Plan Roth Rollovers.

Any money you convert to Roth contributions will be broken out separately within your Account on Fidelity NetBenefits®—it will not be combined with the contributions you make to the plan, but will still be part of your overall 401(k) Plan account balance.

limits on contributions

Your total pre-tax and Roth deferrals in any taxable year may not exceed the dollar limit set by the Internal Revenue Service (IRS). The annual deferral limit for plan year 2026 is \$24,500. This limit is \$32,500 if you are ages 50-59 or 64 and older and making catch-up contributions (\$35,750 if you are ages 60-63). See the [catch-up contributions section](#) for details.

The Company will automatically stop your pre-tax, Roth or catch-up contributions once you reach the IRS limit in any year. However, you may continue to make after-tax contributions. See the [making changes or using the Fidelity system—NetBenefits®](#) section for information on accessing netbenefits.com to elect or change your percentage for after-tax contributions.

There are also IRS limits on the total annual amount of all contributions (pre-tax, Roth, after-tax, and company contributions) made in a year to the Personal Savings Plan. The maximum annual contribution limit for plan year 2026 is \$72,000. If you are making catch-up contributions, this limit is \$80,000 if you are ages 50-59 or 64 and older (\$83,250 if you are ages 60-63). Human Resources will contact you if these limits ever affect your Personal Savings Plan account.

In addition, the Personal Savings Plan may only consider your eligible earnings in any year up to Internal Revenue Code compensation limits for the year (\$360,000 in 2026). This limit is indexed periodically.

The IRS also has specific non-discrimination rules to make sure the Personal Savings Plan does not favor highly compensated employees. Therefore, if the IRS considers you a “highly compensated employee,” your elective contributions may be subject to additional limitations. If you are a highly compensated employee, Human Resources will notify you if your contribution is affected by these IRS limits. If your contributions exceed the limit, the amount over the limit will be refunded to you, and you will owe taxes on the taxable portion of your refund. These refunds are issued no later than December 31 of the following year. The refund is taxable in the year in which the contribution was made.

rollover contributions

When you join the Personal Savings Plan, you may have an account balance in another employer’s tax-qualified savings plan or in a “conduit” individual retirement account (“IRA”).

The Personal Savings Plan will accept the payout of your prior employer’s pre-tax and Roth account balances, and SIMPLE IRA balances, as a “rollover.” This is a way for you to transfer that plan’s distribution to this Plan even if you are not currently contributing. When you make a pre-

tax rollover, you continue to defer federal, state and local income taxes (if applicable) on your money. It allows you to consolidate your accounts while continuing to defer taxation.

Generally, you can elect a rollover of all, or a portion, of an eligible distribution from your previous employer's tax-qualified savings plan or a conduit IRA. However, the Personal Savings Plan does not accept the following as part of a rollover:

- hardship withdrawals or defaulted loans;
- any portion of your account that the prior plan may have as a required minimum payment. See [when you reach age 73](#) section for more information;
- Roth IRA (unless permitted by the Plan Administrator), non-conduit IRA or annuity; or
- a payment if it is a part of a series of equal (or almost equal) payments that are made at least once a year and that will last for:
 - your lifetime (or your life expectancy);
 - your lifetime and your beneficiary's lifetime (or life expectancies); or
 - a period of ten years or more.

You can process a rollover online by going to your account on netbenefits.com. Before you get started, it is helpful to have an old statement available. There are two ways to process a rollover into your Fidelity account.

In general, you make a rollover in one of two ways—either directly or indirectly (within 60 days of receiving an eligible distribution). Special rules and restrictions apply to rollovers. Contact Fidelity if you have questions about the rollover types and whether a distribution is eligible to be rolled over.

direct rollover

A direct rollover is a plan-to-plan transfer. In most cases, this type of rollover is the easiest way to roll over the full amount of your distribution from your prior employer and avoid taxes and penalties.

indirect rollover

An indirect rollover is when your prior employer's plan makes a distribution to you which you, in turn, transfer to the Personal Savings Plan. Once you receive the distribution from your prior employer, you must complete the rollover to Fidelity **within 60 days** in order to avoid income taxes. An indirect rollover is subject to 20% mandatory federal income tax withholding. Therefore, you must make up this 20% with other funds if you wish to rollover 100% of your old plan's account balance. See [important tax information](#) for more information.

how to process a rollover

You can begin the rollover process online by going to your account on netbenefits.com and then the "Rollover" page. Once online, you will need to:

1. confirm you contact information so Fidelity can keep you updated.
2. provide plan details to make sure your money can be moved to the Personal Savings Plan.
3. request a check, unless you already have the check or will process a direct rollover.
4. provide contribution information about the amount and tax breakdown of the rollover amount.
5. send your documents to Fidelity with the NetBenefits app (1-2 business days to process) or mail them to Fidelity (1-2 weeks to process).

To transfer money into Rolls-Royce Corporation's plan, you will need:

- the appropriate rollover form for the Personal Savings Plan (which can be obtained from Fidelity);
- documentation, such as a distribution statement, showing the money is from a qualified plan;
- documentation showing no after-tax money is included in the rollover amount; and
- if rollover is from a conduit IRA, documentation from previous employer's plan and IRA must be provided.

vesting

Vesting means gaining a nonforfeitable right to the funds in your Personal Savings Plan account. You are always 100% vested in your pre-tax contributions, Roth contributions, catch-up contributions, after-tax contributions, rollover contributions and company matching contributions (as adjusted for any earnings or losses). However, you become 100% vested in your company nonelective contributions (and the associated earnings or losses) after you complete **three years of service**. You will receive credit for one Year of Service for each Plan Year in which you are credited with 1,000 or more hours of service with the Company. However, your company nonelective contribution balance will automatically vest if:

- you reach age 55 while employed by the Company;
- you become disabled and are eligible for Social Security disability benefits while employed by the Company (including disability while on Military Leave);
- you die while employed by the Company (including death while on Military Leave);
- the Personal Savings Plan is completely or partially terminated; or
- the Company completely discontinues making Company contributions.

Once you are 100% vested, your nonelective contribution balance is yours to keep.

If you leave the Company before you are 100% vested in your nonelective contributions, your nonelective contributions balance will be forfeited as of the earlier of the date you (1) take distribution of your entire vested account balance or (2) have five consecutive annual breaks in

service. However, if you subsequently return to Company employment and resume participation beforehand, your forfeited account balance will be restored to you.

An annual break in service is as any Plan Year you are credited with less than 501 hours of service.

naming your beneficiary

When you enroll in the Personal Savings Plan, you must name a beneficiary— the person(s) who will receive any vested account balance you may have under the Personal Savings Plan when you die. If you are married, your spouse is automatically your beneficiary. You must have your spouse’s signed, notarized consent to designate another beneficiary. If your spouse dies before you and you have not remarried, designated a contingent beneficiary or named a new beneficiary, your vested account will be paid in accordance with the beneficiary designation rules for your basic life insurance under the Rolls-Royce Corporation Welfare Benefits Plan (or, if you have no such coverage or no designated beneficiary for your life insurance, to your estate).

If you are not married, and you have not otherwise named a beneficiary, your vested account will be paid in accordance with the beneficiary designation provision for your basic life insurance under the Welfare Benefits Plan (or, if you have no such coverage or no designated beneficiary for your life insurance, to your estate).

You may change your beneficiary at any time by contacting Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (option 5 for 401(k)) or online at Fidelity NetBenefits® at netbenefits.com. If you call, the interactive voice response system will ask you to enter or say your username or Social Security number, followed by the pound (#) sign. Follow the prompts to speak with a customer service representative.

accessing information about your account

using the Fidelity system—NetBenefits®

To enroll in the Personal Savings Plan—or access your account after you enroll—you need to register on Fidelity NetBenefits® website or call Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (option 5).

To get started, go to netbenefits.com or download their app from the App Store, *and* click or tap *Register as a new user*. Follow the instructions to verify your identity and to create your username and password. Once you set up your account, simply log on to see all the features and information on your NetBenefits home page. You may use the same username—or your Social Security number—when you call the Fidelity voice response system.

NetBenefits is available 24 hours a day, seven days a week and gives you the ability to manage your account, access education articles, videos podcasts and other interactive tools and resources. You can also download the NetBenefits mobile app to access your account virtually anytime, anywhere. You can call Fidelity or visit NetBenefits when you want to:

- inquire about the current value of your account;

- verify or change your current contribution amount or type (i.e. pre-tax, Roth, catch-up, after-tax);
- update your profile, including communication preferences and beneficiaries;
- inquire about investment funds, including your current investment mix, rates of return and share or unit price;
- change your investment mix for your current account balance or future contributions;
- “model” a loan and request the paperwork;
- determine how much you can withdraw and request the paperwork;
- make changes to your contribution amount or investment mix;
- talk to a customer service representative about any aspect of the Personal Savings Plan; and
- Fidelity also offers information on certain plan provisions.
- plus much more!

To access Fidelity’s customer service, call the Rolls-Royce Benefits Center at (844) 625-5900 (option 5 for 401(k)) or online at netbenefits.com, or download their app from the App Store. If you call, the interactive voice response system will ask you to enter or say your username or Social Security number, followed by the pound (#) sign. Follow the prompts to speak with a customer service representative (available between 8:30 am and 8:00 pm (in your time zone) Monday through Friday, except on holidays and on days when the New York Stock Exchange is closed).

You can change the percentage of your pre-tax, Roth, after-tax and catch-up contributions at any time. You can also increase, decrease or stop your contributions at any time. Any request to change or stop your contributions will become effective within two pay periods of the processing date. If you stop your contributions, you can begin contributing again. Contact Fidelity by calling (844) 625-5900 (option 5) from any telephone or visit their website at netbenefits.com to make any change in your contribution amount.

You can also decide how you’d like to invest your contributions among the available investment options. The Company offers a diversified selection of investment choices from conservative stable value funds to riskier international and small company mutual funds. An independent investment firm monitors the performance of the Personal Savings Plan’s options, and changes are made as necessary.

confirmation of your elections and reporting errors

Whenever you make a change using Fidelity, the system generates a confirmation statement, which is mailed or emailed to you if your Fidelity profile includes a valid email address. The confirmation statement verifies that the change was made correctly. If there is an error on your confirmation statement, you should contact Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)) as soon as possible to speak to a customer service representative. You must report any errors in your confirmation statement within 30 days of the date you receive the

confirmation. If you do not report errors within 30 days, Fidelity will assume that the changes shown on the confirmation statement are correct.

special rights upon return from military service

If you return to work for Rolls-Royce after a qualifying military leave, you can “make up” the pre-tax, Roth and/or after- tax contributions that you could have made if you had not gone on military leave. Your right to “make up” contributions lasts for a specific time. By law, that period is three times your military leave period (but not more than five years). For example, if you had been on active duty for 12 months, you would have the right to make up any missed elective contributions for a period of three years following your return.

The Personal Savings Plan rules and federal tax limits in effect during your military leave will limit your “make up” contributions. Rolls-Royce will match your “make up” contributions based on the matching formula in effect for the year involved. The Company also will make up any company nonelective contributions for that period. For further information, contact Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)). The interactive voice response system will ask for your NetBenefits username or Social Security number. Follow the prompts to speak with a customer service representative.

investing your account

your investment choices

Your contributions and the Company’s contributions can be put into any of the investment funds available under the Personal Savings Plan, in increments of 1%. For example, you can invest 100% of your contributions in a single fund, or 20% in each of five funds, or any other combination that meets your investment objectives.

Each fund has a different investment objective, so the returns on each (and the accompanying risk) will vary. Before you make your investment choices, you should consider the investment goals of each fund, as well as your own investment goals and your tolerance for risk. Certain funds have prospectuses, which provide additional information about the fund options. You may also refer to the Plan’s Qualified Default Investment Alternative Notice and the Notice of Investment Returns & Fee Comparison. Contact Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)) for more information.

You can review fund prospectuses and summary descriptions online at netbenefits.com, which provides information on the funds:

- specific investment objectives;
- risk/return characteristics;
- type of investments; and
- investment diversification.

Each fund also issues annual and other periodic reports that discuss the fund’s investment performance and list the fund’s current investments. You can get the prospectus, summary

description and recent reports for any investment fund by contacting Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)) or online at netbenefits.com. If you call, the interactive voice response system will ask you to enter or say your username or Social Security number, followed by the pound (#) sign. Follow the prompts to speak with a customer service representative.

All of the Personal Savings Plan's investment funds are either mutual funds or commingled investment funds. Each investment fund offered under the Personal Savings Plan charges investment management fees (which are normally based on a specified percentage of fund assets) and may have other operating expenses that affect the fund's investment return. In addition, the funds may impose deferred sales charges, sales loads and redemption or exchange fees. Current information on a fund's operating expenses, fees and charges can be found in the most recent prospectus and summary description for the fund.

The Plan Administrator has the right to change the investment funds offered under the Personal Savings Plan at any time.

default investment fund

If you are automatically enrolled in the Plan, and/or you do not specify how you want to invest your account balance or your future contributions, such amounts will be invested in the applicable target date lifecycle fund, based on your date of birth (and assuming you will retire at age 65). However, you are encouraged to take an active role in the Personal Savings Plan and choose a contribution or investment option that is right for you.

The default investment fund is intended to meet the requirements of a "qualified default investment alternative" under Section 404(c)(5) of ERISA.

changing your investment choices

You can make changes in your investment choices — either in the investment mix or in the funds you invest in—at any time, subject to applicable trading restrictions imposed by the investment funds. See [investment restrictions](#) below. To make a change, simply contact the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)) or online at [Fidelity NetBenefits® at netbenefits.com](https://FidelityNetBenefits.com).

Any change request made up to 4:00 pm Eastern Time will be made the same day. Changes requested after 4:00 pm Eastern Time will be effective the next business day. You will receive a confirmation statement or email showing your requested investment changes.

investment earnings, losses and gains

Your account balance can change over time because the value of your investments change, and the investments earn dividends and/or interest. Any dividends and/or interest your investments earn will be automatically reinvested in that fund. When a fund shows earnings, gains and/or losses, your account balance will reflect the change on a daily basis.

investment restrictions

A number of funds have begun to impose trading restrictions that are intended to curb short-term and other trading abuses. For example, many funds are restricting excessive short-term trading practices by sending a written warning to any person who has engaged in such trading and temporarily suspending or limiting the trading of anyone who continues to do so after receiving a warning. Trading restrictions may be imposed by the Personal Savings Plan's current investment funds. To find out if there are any restrictions under a fund, you should read the current prospectus and other available information for that fund or contact Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)).

voting and similar rights

All voting, tender and similar rights for any investment funds in which you invest your Personal Savings Plan account are passed through to, and may only be exercised by, you. The proxy statement and accompanying materials will be sent to you with instructions on how to vote or otherwise exercise your rights.

compliance with 404(c) regulations

A federal statute, ERISA Section 404(c), generally addresses how participant-directed investment under the Personal Savings Plan can be handled and provides instructions as to:

- the investment options offered, and
- providing investment information to employees participating in certain kinds of employer-sponsored retirement savings plans.

The guidelines provide that employees be given at least three different investment choices, with varying risk and return characteristics, and be allowed to change the investment mix at least quarterly. A package of financial information and a description of the investment funds offered through this Personal Savings Plan are available from the benefits department.

The Personal Savings Plan is intended to comply with ERISA Section 404(c). To the extent that your Personal Savings Plan account balance is invested as you have directed, the Personal Savings Plan's fiduciaries are not responsible for losses that may result from following your investment choices.

access to your savings while employed

Though the Personal Savings Plan is intended to provide savings for your retirement, you can, under certain conditions, receive a portion of your account balance while still employed by the Company by:

- borrowing from your account; or
- making an in-service withdrawal.

When you take a loan, you are borrowing money from your account and agreeing to pay it back over a certain period, including principal and interest. When you take a withdrawal, you remove the money from your account and generally don't pay it back.

Note: Account balances in the Rolls-Royce North America Money Purchase Pension Plan are not eligible for loans or other in-service withdrawals described in this section.

borrowing from your account

Once a year, you may borrow money from your plan account for any reason. The maximum amount you can borrow is the lesser of:

- 50% of the current vested value of your account; or
- \$50,000, minus your highest outstanding loan balance during the last 12 months.

The minimum loan is \$1,000. Your loan is considered “effective” on the date the loan is initiated with Fidelity.

You may have no more than five loans outstanding at any one time, and the total of all outstanding loans cannot be more than the maximum amount permitted for a single loan.

In general, the interest rate on a plan loan will be the prevailing Prime Rate published in the Wall Street Journal on the first business day of the month you apply for the loan. For example, if you apply for a loan on August 10, you will pay the prime rate published in the Wall Street Journal on the first business day in August.

While you have an outstanding loan balance, you don’t receive investment earnings (if applicable) on that amount. However, when you make loan payments, you pay the interest to yourself, which could help restore the balance in your account. You may take up to five years to repay the loan; the minimum repayment period is six months. If you borrowed the money to buy or build your primary home, you may take up to ten years to repay the loan.

The cost to initiate a loan is \$35.00, and there is a \$3.75 quarterly maintenance fee. The loan initiation fee and maintenance fees will be deducted from your individual plan account.

how to apply for a loan

If you are considering requesting a loan, you may call Fidelity or visit netbenefits.com to “model” a loan—that is, you can see how taking a loan will affect your account balance, find out what your payments will be, or get information about the interest rate you may be paying.

If you want to borrow from your account, contact Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)) or online at netbenefits.com model a loan. If Fidelity approves your loan, you will receive:

- your loan payment —either by direct deposit (electronic funds transfer—EFT) or check, with a promissory note activated upon signing the check;
- truth in lending disclosure;
- authorization for payroll deductions to repay the loan; and
- loan amortization schedule.

repaying the loan

You will make loan payments through payroll deductions after federal and state taxes (if applicable) have been taken out. Fidelity will apply those payments to both principal and interest according to the loan amortization schedule. The minimum payment is \$10 per pay period on an after-tax basis. The amount of your repayment (both principal and interest) goes directly into your Personal Savings Plan account and will be reinvested in the fund options in effect at the time of repayment.

You can also repay all of the remaining loan balance at any time with no penalty through Fidelity's electronic funds transfer (ACH) process. If you are interested in these special payment provisions, contact Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)). The interactive voice response system will ask you to enter your NetBenefits[®] username or Social Security number, followed by the pound (#) sign. Follow the prompts to speak with a customer service representative.

If you default on the loan, meaning you don't pay back the full amount on a timely basis, the unpaid balance will be treated as a plan distribution, subject to applicable taxes and the early withdrawal penalty.

when you leave the Company

If you leave Rolls-Royce Corporation for any reason before repaying the loan, you have the option to continue making payments—or repay the outstanding loan balance—by mailing a check or through ACH directly to Fidelity. Fidelity must receive a payment by the end of the calendar quarter after the quarter in which your last payment was due.

if you have a loan and you are placed on leave or go on military leave

If you are placed on unpaid or reduced pay leave of absence, including disability leave, you will be sent a loan coupon book by Fidelity so that you can make payments directly to Fidelity. Payments can be remitted by mailing a check or through ACH. Failure to make payments while on a leave of absence, will result in the default of your loan. Personal Savings Plan loan payments are not deducted from disability pay. You may be able to suspend loan payments for up to 12 months while on an unpaid leave of absence if the suspension does not extend beyond the maximum loan term.

In addition, if you are absent on a qualifying military leave, the Plan will suspend your loan payments for the duration of that leave. Interest will continue to accrue on the outstanding balance during your absence; however, by law, the maximum interest rate that can be charged on your loan during your military leave is 6%.

withdrawals from your after-tax and rollover contributions

You may withdraw your after-tax and rollover contribution balances for any reason at any time. While after-tax contributions are not taxable, the withdrawal will include a pro-rata share of earnings, which are subject to income tax. On the other hand, a withdrawal of rollover contribution monies will be taxable. Also, if you withdraw your after-tax and/or rollover assets before age 59½,

you may be liable for an additional 10% “early withdrawal” penalty tax. This penalty is not withheld when you take the withdrawal, but you will owe it when you file your federal tax return.

withdrawals at age 59½ or older

If you are age 59½ or older, you may request a withdrawal of all or part of your vested account balance. However, you must withdraw your entire after-tax contribution balance prior to receiving a withdrawal of pre-tax, Roth and/or Company contribution balances. There’s no penalty for withdrawing your money after age 59½, but you’ll pay ordinary income tax on the taxable amount of distributions of any pre-tax and Company contributions and earnings.

Note: You will not be subject to income taxes on distributions of Roth contributions, but may be subject to taxes on the associated earnings. See [*“qualified distribution” of Roth contributions*](#) for more details.

hardship withdrawal

If you experience a financial hardship, you may request a “hardship” withdrawal when other financial resources are not available to you (with the exception of a Personal Savings Plan loan). Before you may withdraw assets for a hardship, you must take all available asset distributions and withdrawals under all plans maintained by the Company (and its affiliates) in which you participate.

The Personal Savings Plan defines a hardship as:

- costs directly related to the purchase of your principal residence (excluding mortgage payments);
- payment of expenses to prevent foreclosure on, or eviction from, your principal residence;
- payment of tuition for the next 12 months of post-secondary education for you or your dependents (or beneficiary);
- medical expenses for you or your dependents (or beneficiary) not covered by insurance;
- funeral expenses for your deceased parents, spouse, children, dependents or beneficiary;
- certain expenses for the repair of damage to your principal residence that would qualify for casualty deduction under Internal Revenue Code Section 165; or
- expenses and losses (including loss of income) related to a disaster declared by the Federal Emergency Management Agency (FEMA), provided that your principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance for the disaster.

Any withdrawal from the Personal Savings Plan for hardship will be limited to the lesser of (a) the amount of your pre-tax savings, including company match and any amounts rolled over, or (b) the amount required to meet the hardship, plus taxes required due to early withdrawal. You may include in the hardship withdrawal request an amount necessary to pay the taxes and penalties resulting from this withdrawal. In addition, before you may withdraw assets for a hardship, you must take all available asset distributions and withdrawals under all plans maintained by the

Company (and its affiliates) in which you participant. You must also certify that (1) you have experienced a hardship as described above, (2) the amount you are requesting is not more than what you need to cover the hardship, and (3) you have no alternative means reasonably available to satisfy such financial need.

qualified birth or adoption distributions

Effective September 1, 2021, participants who are active employees may elect to withdraw up to \$5,000 as a Qualified Birth or Adoption Distribution (QBAD) from the vested portion of their Account (effective November 2024, including Roth contributions). The following criteria apply:

- the distribution cannot exceed \$5,000 per child; and
- the distribution must be made within one year from the date of birth or when the legal adoption of an eligible adoptee is finalized.

An "eligible adoptee" is any individual (other than a spouse's child) who is under age 18 or is physically or mentally incapable of self-support.

You may repay the withdrawal to the Plan within three years from the date after you received the funds if you are an active employee at the time of repayment. The Plan will treat the repayment as rollover contribution.

Note that a QBAD may not be taken from any transferred Money Purchase Plan assets in your Account.

tracking your savings

You may elect to receive a quarterly statements of your Personal Savings Plan account balance by mail or online at Fidelity's website or mobile app. Log onto your account on netbenefits.com, then go to Profile > Preferences to set how you would like to receive communications and other important account information.

Your quarterly statement for the Personal Savings Plan reflects your account summary, including balances, personal rate of return for the quarter, asset allocation, market value of your account, change you made to prior investment elections (if applicable), investment elections for future contributions, contribution summary, account and loan activity (if applicable). You can use the information to keep track of your savings.

If you want account information more frequently, go to netbenefits.com > Statements > Time Period and select the date, month, quarter, or custom date range within the previous 10 years. You can also call Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)). You should contact a financial advisor if you would like to change how you invest your current account balance or future contributions.

receiving your benefit

In most cases, you will be entitled to receive your vested account balance in either a lump sum or installments when you retire or otherwise leave the Company. However, your distribution options

ultimately depend on your vested account balance. In the event of your death, your beneficiary receives your vested account balance.

Your company nonelective contributions that are not vested when your employment ends will be forfeited as provided under the terms of the Personal Savings Plan. If you are later rehired, any forfeited amounts may be restored depending on your break in service. Refer to the [vesting](#) section above for more information on this subject.

Refer to sections titled [if you leave the company](#), [if you become disabled](#), [when you die](#), and [when you reach age 73](#) below for more information on receiving your benefits.

if you leave the company

If you leave the Company, you have several options for withdrawing your vested assets in the plan. You can:

- transfer your money to the qualified plan of another employer or an Individual Retirement Plan (“IRA”);
- take a cash payment of the full vested amount, which will be subject to income tax and possibly the 10% early withdrawal penalty tax;
- have your account balance paid out in installments, including periodic installments of up to 10 years, installments based on a fixed percentage of your account balance, or installments in an increasing percentage based on your age (as adjusted using the IRS life expectancy tables) if your vested account balance is more than \$7,000 (\$5,000, for 2023 and earlier years); or
- leave it in the Personal Savings Plan until you reach age 73 (age 72 for participants born before June 30, 1949 and earlier than January 1, 1951, and age 70½ for participants born prior to July 1, 1949), with the option to withdraw it at any earlier time. You can leave your account balance in the Personal Savings Plan only if your vested account balance is greater than \$7,000 (\$5,000, for 2023 and earlier years).

Your funds in the Personal Savings Plan may be transferred or “rolled over” to another employer’s plan if that employer’s plan:

- is a “tax-qualified” plan under the Internal Revenue Code, and
- accepts such transfers.

You can also transfer your assets to an IRA offered by a bank or other financial institution. In either case, any taxes you owe are deferred until you receive the money. If you intend to transfer your funds to another tax-qualified plan, be sure to read the important information included in the section on rollovers below. You can also opt for a cash distribution of the total assets in your account. If you choose this type of payment, you may be subject to penalty taxes, in addition to a 20% federal income tax withholding.

Note: If you have money purchase pension plan (MPP) assets in your account balance, the MPP plan rules for taking distributions (including the spousal consent requirements) continue to apply

to your MPP account balance, and only periodic installment distributions are available. Contact Fidelity for more information.

when you reach age 73

The Personal Savings Plan is required to begin paying your vested account balance to you when you reach age 73 if you are no longer employed by the Company (age 72 for participants born before June 30, 1949, and age 70½ for participants born prior to July 1, 1949). You will receive the minimum required distribution of your vested account balance by April 1 of the year following the year in which you reach that age or retire, whichever is later (“required beginning date”). Each year thereafter, you will receive an additional amount no later than December 31.

If you are still employed by the Company when you reach the relevant age described in the previous paragraph you are not required to begin payout until you retire. In addition, as of January 1, 2024, minimum required distributions are not required from Roth accounts.

Example 1: Assume you retire in 2026 and turn age 73 on May 18, 2029. Your required beginning date is April 1, 2030.

Example 2: Assume you turn age 73 on May 18, 2026, but are still working. You retire on March 5, 2027. Your required beginning date is April 1, 2028.

if your account balance is \$7,000 or less

If your entire vested account balance (including any rollovers you have made to the Personal Savings Plan) is \$7,000 or less (\$5,000 or less for 2023 and earlier years), you (or your beneficiary) will automatically receive a cash payment of your entire account after you retire, die or otherwise leave the Company. However, you may elect to do a direct rollover of this payout. Under certain conditions, your account automatically will be rolled over to an IRA.

Your vested account balance will be rolled over to an IRA set up by the Plan Administrator in your name if:

- your vested account balance is more than \$1,000 but not more than \$7,000; and
- you do not make a choice about the method of distribution (either a direct rollover or a lump sum payment directly to you).

You will receive a notice from the Plan Administrator describing your rights as owner of this IRA.

outstanding loans

If you have any outstanding loans when you elect to withdraw or transfer your Plan account balance, the unpaid balance of those loans will be treated as a distribution from the Personal Savings Plan at that time (unless you choose to repay them in full).

if you become disabled

If you become disabled and under age 65, you may choose to have your account balance paid to you in a lump sum payment. Under the Personal Savings Plan, disabled means:

- you are not engaged in regular employment or occupation for pay or profit; and,

- you are found to be wholly and permanently prevented from engaging in regular employment or occupation with the Company at the plant or plants where you have Seniority on the basis of medical evidence satisfactory to the Company as a result of bodily injury or disease, either occupational or non-occupational in cause.

However, an Employee shall not be deemed to be totally and permanently disabled if the disability resulted from service in the armed forces of any country, unless the Employee becomes totally and permanently disabled after accumulating at least five years of Seniority following separation from service in the armed forces.

when you die

Your beneficiary will receive the vested assets left in your account when you die. If you have more than one beneficiary, your assets will be divided among them equally, unless you have specified otherwise. Your beneficiary may receive a lump sum or installments.

In general, the Personal Savings Plan is required to distribute your account balance within ten years following the date of your death, regardless of your age. This ten-year requirement does not apply to the following “eligible designated beneficiaries”:

- surviving spouses;
- minor children;
- disabled and chronically ill beneficiaries; and
- other designated beneficiaries who are not more than ten years younger than you at the time of death.

These eligible designated beneficiaries may take their distributions over their life expectancy, except that, a minor child must still take the remaining distributions with ten years of reaching age 21. In addition, surviving spouses can elect to delay distributions until the later of the year that you would turn age 73 or the year the surviving spouse turns age 73 (age 72 if born after June 30, 1949). Non-individual beneficiaries (e.g., trust or estate) must withdraw the entire account within five years.

If there is a question about who the beneficiary of your Plan account is, the Plan Administrator has the authority to withhold payment in the event of a dispute until finally resolved. For more information about beneficiaries, refer to the [naming your beneficiary](#) section above.

applying for benefits

If you leave the Company for any reason, you or your beneficiary are responsible for applying for a distribution from the Personal Savings Plan unless one of the following circumstances apply:

- your entire vested account balance (including any rollovers you have made to the Personal Savings Plan) is \$7,000 or less; or
- you are age 73 and do not want to receive benefits until April 1 of the year following the year in which you reach that age.

Please contact the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)) for more information. If your claim for benefits is denied for any reason, refer to [claims procedures](#) for more information.

payment directly to you

If you choose to have your benefits paid directly to you in either one lump sum or in installments payable over a period of less than ten years (and the taxable portion of the payment you receive is more than \$200), the following rules apply:

- you receive only 80% of the taxable portion of your account balance, because the IRS requires the plan to withhold 20% to be credited against your taxes. For example, if the taxable portion of your eligible distribution is \$10,000, you will receive only \$8,000 because the plan must withhold \$2,000 as income tax. However, when you prepare your income tax return for the year, you will report the full \$10,000 as a taxable payment from the plan and the \$2,000 as tax withheld. The withholding will be credited against any income tax you owe for the year.
- the amount of your taxable distribution and corresponding tax withholding will be based on the amount of any outstanding loans, even though you will not actually receive any cash for the loan amount.
- your payment is taxed in the current year. You may be able to use special tax rules that could reduce the tax you owe. However, if you receive the payment before you reach age 59½, you may have to pay the 10% early withdrawal penalty taxes as well.
- when you receive a payment in your own name (not in the name of the trustee/custodian/employer plan in a direct rollover), the 20% automatic withholding will apply. You can, however, roll over the taxable portion of your plan payout by depositing it into an IRA or to another employer plan within 60 days of receiving the payment. In that case, the amount rolled over will not be taxed until you take it out of the IRA or employer plan. If you choose to roll over 100% of your account balance to an IRA or an employer plan, you must find other money to replace the 20% that was withheld. If you roll over only the 80% that you received, you will be taxed on the 20% that was withheld and not rolled over. Refer to section titled [rollover into another employer's qualified plan or IRA](#) below.

rollovers and transfers

rollover into another employer's qualified plan or IRA

A distribution from your account under the Personal Savings Plan may also be eligible for direct rollover to your own IRA or to another employer plan. Make sure the new employer's plan or IRA accepts rollovers.

If you wish to rollover your Plan payment to another employer's plan or an IRA, you may start the process by contacting Fidelity through the Rolls-Royce Benefits Center at (844) 625-5900 (select option 5 for 401(k)) or online at netbenefits.com.

If your plan payment is eligible for rollover, you can receive all or any portion of your payment in one of two ways:

- direct rollover for a plan-to-plan transfer; or
- 60-day rollover—you receive a plan distribution and transfer the money to the other plan.

This choice will affect the tax you owe. You will continue to defer taxes and will not pay any penalty with a direct rollover.

rollovers by surviving spouses or alternate payees

Your surviving spouse, or your spouse or former spouse who is an alternate payee under a qualified domestic relations order (see section titled [assigning your account](#)) and who is entitled to receive a benefit payment from the Plan also may make a direct rollover to a traditional IRA or another employer's plan.

rollovers by non-spouse beneficiaries

If you die and your beneficiary is not your spouse, your non-spouse beneficiary also may make a direct rollover to a traditional IRA if that IRA is treated as an “inherited” IRA. Your beneficiary should talk with a tax professional about the effect of making a rollover to an inherited IRA before making an election to do so.

important tax information

Rolls-Royce must follow certain IRS regulations for withholding taxes from the Plan payments you receive. You should know about the ways your choices can affect the taxes that are withheld or the taxes you owe.

In general, you do not pay federal or state income taxes on contributions and on any related investment earnings made to the Plan so long as the contributions remain in the Plan. However, your pre-tax contributions are subject to federal employment taxes when withheld from your pay. You may also defer federal and state income taxes if you elect to receive a distribution as a “direct rollover” (i.e., a plan to plan transfer) to another eligible retirement plan.

Roth contributions are subject to income and employment taxes at the time they are withheld from your pay; however, such contributions will not be taxed when paid to you (or your beneficiary). Earnings on your Roth Contributions will be taxable when they are distributed to you from the Plan unless the distribution of the earnings is a “qualified distribution.” See [“qualified distribution” of Roth contributions](#) below. Otherwise, you or your beneficiary will owe federal income taxes on the earnings. For more details, contact Fidelity for a copy of the Special Tax Notice that describes rollover and income tax reporting rules in detail.

taxes on distributions and withdrawals

When you receive a distribution from the Plan, it is normally subject to both state and federal income taxes. In general, the Plan must withhold 20% for federal income tax on any taxable payment to you that is \$200 or more.

You will receive a tax statement from Fidelity that shows the taxable amount of your distribution and specific information regarding income tax withholding on your distribution.

The tax rules applicable to Roth Contributions are different. See [“qualified distribution” of Roth contributions](#) below.

If a distribution qualifies as an “eligible rollover distribution,” you (or your beneficiary or alternate payee) may be able to delay paying income taxes on the distribution if you make a “direct rollover” to another eligible retirement plan.

In general, an “eligible rollover distribution” is any payment from the Plan to you that is (i) not part of the minimum required distribution that you must receive after you reach 73 or retire, (ii) not a corrective distribution made because legal limits on certain contributions were exceeded, and (iii) not a hardship withdrawal.

For more information concerning eligible rollover distributions, contact Fidelity.

early withdrawal penalty

In addition to the income tax consequences discussed in this section, the IRS may impose a 10% “additional” tax separately on withdrawals and distributions made before you reach age 59½. However, this additional tax does not apply, among other things, if you are disabled or die, to the extent that your distribution does not exceed your tax deductible medical expenses, or if your employment with us is terminated after you reach age 55. You should consult a professional tax adviser for more detailed information as to when the 10% additional tax may apply.

“qualified distribution” of Roth contributions

You will not be taxed on distributions of your Roth contributions. In addition, you will not be taxed on the earnings from your Roth contribution account if it is a “qualified distribution” made after your “nonexclusion period.” A distribution that is not a “qualified distribution” or that is made during your “nonexclusion period” will result in the earnings on your Roth contributions being taxed as ordinary income.

- a “qualified distribution” is one that is made:
 - after you have attained age 59½; or
 - on account of your death or disability; and
 - after the expiration of a five-year participation period, called the “nonexclusion period” (described below).
- “nonexclusion period” means a period of five calendar years beginning with the earlier of:
 - the first day of the first calendar year that you made Roth contributions to this Plan and ending on the last day of the calendar year that is five years later. *For example*, if you made your first Roth contribution to this Plan on May 1, 2024, your required five-year participation period (or nonexclusion period) will end on December 31, 2028; or
 - the first day of the first calendar year during which you made Roth contributions to another qualified plan (e.g., prior employer’s plan) that you rolled over to this Plan as a Roth rollover contribution and ending on the last day of the calendar year that is five

years later. *For example*, if you made your first Roth contribution to your prior employer's retirement plan on September 30, 2022, then terminated your employment with that employer and became an eligible employee and rolled over your Roth contribution balance from your prior employer's plan to this Plan, your five-year participation period (or nonexclusion period) will end on December 31, 2026.

Note: If your account includes more than one In-Plan Roth Rollover, the non-exclusion period for each rollover is determined separately. For more details, contact Fidelity for a copy of the Special Tax Notice that describes rollover and income tax reporting rules in detail.

voluntary withholding

For any taxable Plan payments that are not subject to automatic withholding, you may elect to have taxes withheld if you wish. For more information about the taxes you may owe on your benefits, please contact your tax advisor.

things that can affect your benefit

Benefits may be denied, lost or stopped, or you may not be eligible for benefits, under the following circumstances:

- you are not eligible to participate in the Personal Savings Plan;
- if the Personal Savings Plan cannot make a payment because you or your beneficiary cannot be found, the benefit may be forfeited. If the person entitled to the payment is located at a later date, benefits which were due but could not be paid shall be paid in a single sum;
- if you receive a benefit payment that is larger than it should be, you must repay the excess to the Personal Savings Plan;
- some Plan fees may be charged directly to your account. See [expenses](#) section for more information on the payment of these fees; and
- if the Company is not allowed to take a tax deduction for a company contribution, the company contribution can be returned to the Company. This action may reduce your account balance.

assigning your account

Your creditors cannot take your Personal Savings Plan account balance to pay your debts. But a court can order all or some of your account be paid to an "alternate payee" (like a former spouse or minor child) under a Qualified Domestic Relations Order ("QDRO").

An employee's domestic partner does not qualify as a "spouse" under these rules unless the employee and the domestic partner are legally married under the laws of a state or foreign country. Also, the children of a domestic partner to whom the employee is not legally married do not qualify as children of the employee for this purpose.

The Plan Administrator has rules for deciding if a domestic relations order is qualified. For information about a specific order, you should contact the Rolls-Royce Benefits Center at (844)

625-5900 (select option 6) or by email at QOCenter@alight.com. You must include the following information:

- your name;
- employer's name (include in the subject line and body of the email);
- plan name; and
- last four digits of your Social Security number.

For your own security, don't include personal and confidential information (such as a full Social Security number or your order) in the email. If the former spouse is submitting the QDRO, the email should include the former spouse's name, the employee's name and the employee's Social Security number.

In general, if you get divorced, any prior beneficiary designation of your former spouse will automatically become invalid as of the date the divorce is finalized. You should file a new beneficiary designation following a divorce.

expenses

In general, all expenses of the Personal Savings Plan are paid by Rolls-Royce (which can, under Plan terms, use contribution forfeitures for this purpose). However, if you take a loan from the Plan, your account will be charged a loan origination fee and a quarterly loan maintenance fee.

benefit guarantees

The Pension Benefit Guaranty Corporation ("PBGC") does not insure benefits provided under the Personal Savings Plan because the insurance provisions of ERISA are not applicable to this type of plan. Neither the Company, its affiliates nor the Trustee guarantees any benefits that may be provided under the Personal Savings Plan.

claims procedures

The Plan Administrator is the Fiduciary Committee of Rolls-Royce North America, Inc. The Plan Administrator will construe, interpret, and administer the Plan. Decisions of the Plan Administrator are final and binding.

Under certain circumstances, you also may wish to discuss your questions with your Union Benefit Representative. Provisions with respect to such decisions and procedures for making appeals are set forth below.

If you have questions, or would like further information about your benefits, you should contact your Union Benefit Representatives.

initial claim decision

All claims concerning your Plan benefits should be in writing and directed to the Plan Administrator or its designee. If your claim for Personal Savings Plan benefits is denied, in whole or in part, the Plan Administrator or its designee will respond to your claim, in writing, within 90

days after receiving it unless special circumstances require an extension of the time for processing the claim. The Plan Administrator may request additional time, up to 90 days, to process your claim. If the extension is necessary, Plan Administrator will notify you in writing prior to the end of the initial 90-day period. The notice will provide:

- the special circumstances requiring an extension; and
- the date the Plan Administrator expects to make a decision.

If you file a claim involving a disability determination, similar rules apply; however, the time for the Plan Administrator to respond to your claim is shortened from 90 days to 45 days. The Plan Administrator may request up to two 30-day extensions. If an extension is necessary, the Plan Administrator will notify you before the initial 45-day period is over. If a second extension is needed, the Plan Administrator will notify you before the end of the first 30-day extension period. The notice will provide:

- the special circumstances requiring an extension;
- the date the Plan Administrator expects to make a decision;
- the specific standards on which such entitlement to a benefit is based;
- the unresolved issues that prevent a decision on the claim; and
- any additional information needed to resolve those issues.

You will have 45 days to submit any necessary additional information for the Plan Administrator to review. If an extension is necessary because you have not submitted information necessary to make a decision on your claim, the Plan's timeframe for making a benefit determination pauses on the date the Plan Administrator sends you the extension notification until the date you respond to the request for additional information.

notice of initial claim determination

If your claim is denied in whole or in part, you will receive written notice of the Plan's determination, which will notify you of your rights under ERISA and provide you:

- the specific reasons why your claim has been denied;
- the specific Plan provision(s) on which the denial was based;
- a description of any additional material or information necessary for your claim and an explanation why this material or information is necessary; and
- a description of the Plan's appeal procedures and time limits applicable to the procedures including a statement of your right to bring a civil action under Section 502(a) of ERISA following an adverse benefit determination on review.

If you file a claim involving a disability determination, you will receive a written claim denial notice as described above. In addition, the written notice will include the following:

- A discussion of the decision that includes the basis for disagreeing with or not following:
 - the views presented by your health care professionals treating you and vocational professionals who evaluated you;
 - the views of medical or vocational experts whose advice was obtained on the Plan's behalf, regardless of whether the advice was relied on in making the benefit denial; and
 - a disability determination made by the Social Security Administration (SSA), if presented to the Plan.
- If the decision was based on medical necessity or experimental treatment (or a similar exclusion or limit), either:
 - an explanation of the scientific or clinical judgment for the denial, applying the plan terms to your medical circumstances; or
 - a statement that this explanation will be provided free of charge upon request.
- Either the specific internal rules, guidelines, protocols, standards, or other similar criteria of the Plan relied on in making the denial, or notice that such rules, guidelines, protocols, standards, or other similar criteria of the Plan do not exist.
- Notice that you are entitled to receive (on request and free of charge) reasonable access to and copies of, all documents, records, and other information relevant to your claim for benefits.

appealing a denied claim

If your initial claim is denied (in whole or part), you have the right to request that the Plan Administrator review the denial. You will:

- have 60 days following receipt of the denial within which to appeal the determination;
- have the opportunity to submit written comments, documents and records relating to your claim;
- be (i) given reasonable access to and copies of documents and records related to your claim, and (ii) permitted to request such copies free of charge; and
- be entitled to a review of your claim that takes into account all information submitted by you relating to your claim, without regard to whether that information was submitted or considered in the initial benefit determination.

If you file an appeal regarding a disability determination, similar rules apply; however, the time for you to file a written appeal is extended from 60 days to 180 days.

Note: A request for plan documentation does not extend the period you have to file your appeal.

appeal decision

After you have made an appeal, the Plan Administrator will make its decision no later than 60 days after it receives your request for a review. The Plan Administrator may obtain an extension of up to 60 days by notifying you before the close of the initial 60-day period that the decision will be delayed and why and when a decision can be expected. In the event an extension is necessary due to your failure to submit necessary information, the Plan's timeframe for making a benefit determination pauses on the date the Plan Administrator sends you the extension notification until the date you respond to the request for additional information.

If you file an appeal regarding a disability determination, similar rules apply; however, the time for the Plan Administrator to respond to your claim is shortened from 60 days to 45 days. The Plan Administrator may request an extension for 30 days. If, prior to the end of the first 30-day extension period, the Plan determines that, due to matters beyond its control, a decision cannot be rendered within that extension period, the period for making the determination may be extended for an additional 30 days. In addition, before issuing an adverse benefit determination, the Plan Administrator will notify you with any new or additional evidence considered and relied upon in making the decision in order to give you a reasonable opportunity to respond. The Plan's timeframe for making a benefit determination pauses on the date the Plan Administrator sends you this notification until the date you respond, but no later than 45 days.

If your claim is denied on review, the Plan Administrator will provide you written notice of its determination. The notice will provide you:

- the specific reasons for the decision;
- specific references to the Plan's provisions on which the benefit determination is based;
- a statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the claim for benefits; and
- a notice of your right to bring civil action under federal law following an adverse benefit determination on review.

finality of determinations

All decisions made by the Plan Administrator are final and binding. If you need any assistance with the Plan's claims procedures, contact the Plan Administrator.

administrative information: ERISA

This section includes information on plan administration and other matters required to be addressed in summary plan descriptions for ERISA-covered programs.

plan name

The name of the Plan is the Rolls-Royce Corporation Personal Savings Plan for Hourly-Rate Employees.

plan type

The Plan is a tax qualified “defined contribution” program, with a Section 401(k) “cash or deferred” arrangement.

plan year

December 31 is the last day of the fiscal year Personal Savings Plan. Records of the plan are kept on a calendar year basis.

effective date

The Personal Savings Plan was most recently restated effective February 26, 2020 and has been amended since that date. This SPD reflects amendments made through April 2026.

named fiduciary

The named fiduciary for the Personal Savings Plan is the Rolls-Royce North America Fiduciary Committee.

sponsoring employer and administrator

Rolls-Royce Corporation is the sponsoring employer of, and Rolls-Royce North America Fiduciary Committee is the Plan Administrator for, the Personal Savings Plan. The administrator’s address is: 1900 Reston Metro Plaza, Suite 400, Reston, VA 20190. Its telephone number is (703) 834-1700.

plan number and employee identification number

Rolls-Royce Corporation’s employer identification number is 35-1899021. The Plan number is 002.

legal process

Service of legal process on Rolls-Royce may be made at Rolls-Royce Corporation, Legal Department, P.O. Box 420, Indianapolis, IN 46206-0420.

Service of process may also be made upon the Administrator or Trustee of the Plans, as applicable.

funding for benefits

Benefits are funded by both participants and Rolls-Royce Corporation and are paid from assets held in the Personal Savings Plan’s trust fund.

trustees

Fidelity Management Trust Company
245 Summer Street
Boston, MA 02210

your ERISA rights

As a participant in this Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled by law to:

receive information about your plan and benefits

Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.

Receive a summary of the plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

Obtain a statement telling you whether you have a right to receive a pension at normal retirement age under the plan, and if so, what your benefits would be at normal retirement age if you stop working under the plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve months. The plan must provide the statement free of charge.

prudent actions by plan fiduciaries

In addition to creating rights for plan participants ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

enforce your rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous. However, no legal action may be commenced or maintained against the Plan prior until after you exhaust the Plan's claims procedures, which are described in this document.

assistance with your questions

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at (866) 444-3272.

Rolls-Royce Corporation right to amend, modify, suspend or terminate

Rolls-Royce Corporation intends that the benefit plans will continue indefinitely. No changes may be made until the expiration of the 2025 Collective Bargaining Agreement, except as required by law or as mutually agreed between Rolls-Royce Corporation and the UAW. The 2025-2030 Collective Bargaining Agreement expires February 26, 2030.

No person has the authority to commit the Company to any benefit or benefit provision not provided for under the Plan, or to change the eligibility criteria or any other provisions of the Plan.

personal savings plan

Upon termination of the Personal Savings Plan, no further savings may be contributed to the accounts of participants. Participant accounts under the Plan will be 100% vested.

collective bargaining agreement

The Rolls-Royce Corporation Personal Savings Plan is maintained pursuant to a collective bargaining agreement with the UAW. A copy of the agreement may be obtained upon your written request to your union representative or the Plan Administrator.

cost of your benefit plans

The Company generally pays the administrative costs for, and makes contributions for eligible participants to, the Personal Savings Plan. The amount of Rolls-Royce Corporation's contribution to the Personal Savings Plan is determined under a formula set out in the Personal Savings Plan.

The amount of employee contributions that you can make to the Personal Savings Plan is also determined under the terms of the Personal Savings Plan.

C: Profit Sharing and Parental Leave Benefits

Rolls-Royce Corporation
Profit Sharing Plan and Parental Leave Benefits
February 2025 – February 2030 Labor Agreement

UAW Employees

Table of Contents

	Page
SECTION 1 INTRODUCTION	C-1
SECTION 2 PROFIT-SHARING BONUS PLAN	C-2
ELIGIBILITY	C-2
AWARD CALCULATION	C-2
PAYMENT OF AWARDS	C-4
TAX WITHHOLDING	C-4
CLAIMS AND REVIEW PROCESS	C-4
ADMINISTRATIVE INFORMATION	C-5
SECTION 3 PAID PARENTAL LEAVE	C-6
ELIGIBILITY	C-6
LENGTH OF LEAVE	C-6
PAY DURING PARENTAL LEAVE	C-6
HOW TO REQUEST A PARENTAL LEAVE OF ABSENCE	C-7
COORDINATION WITH OTHER BENEFITS	C-7
RETURNING TO WORK	C-7
THE COMPANY’S RIGHTS	C-7

SECTION 1 INTRODUCTION

This Summary applies to all Rolls-Royce employees covered by the UAW collective bargaining agreement (“CBA”).

The Rolls-Royce Corporation (the “Company”) sponsors the Rolls-Royce Corporation Profit-Sharing Bonus Plan and provides eligible UAW employees with certain paid parental leave benefits. These programs are not subject to the Employee Retirement Income Security Act of 1974 (ERISA).

This document provides an overview of these benefits and is provided to you, along with any associated documents, at no cost. This summary is also accessible electronically at <https://uaw933rr.com/>.

SECTION 2 PROFIT-SHARING BONUS PLAN

The purpose of the Rolls-Royce Corporation Profit-Sharing Bonus Plan (the “Profit Sharing Plan”) is to reward participants for the financial performance of the Rolls-Royce plc Defense Division (the “Division”). Effective January 1, 2025, this Profit Sharing Plan replaces both the Rolls-Royce plc Employee Bonus Plan (referred to in the prior UAW benefits booklet as the “All Employees Bonus Scheme”) and the Facility Bonus program.

eligibility

You are eligible to participate in the Profit Sharing Plan if you are a regular hourly employee of Rolls-Royce Corporation covered by the 2025-2030 UAW-Rolls-Royce Contract Agreement.

award calculation

The amount of your profit-sharing award is determined at the end of each Plan Year based on the following:

- The “Eligible Profit-Sharing Amount” calculated for the Plan Year; and
- the total number of “Compensated Hours” you worked during the Plan Year.

The Plan Year begins on January 1 and ends on December 31.

eligible profit-sharing amount

The Eligible Profit-Sharing Amount is equal to \$400 for each 1% of the Division’s “Underlying Operating Margin” published in the Rolls-Royce plc Annual Report for the Plan Year.

The “Underlying Operating Margin” is calculated by dividing underlying operating profit by underlying revenue. Both of these terms are defined and reported in the Annual Report of Rolls-Royce plc.

compensated hours

Compensated Hours include the following hours for which you receive pay during the Plan Year:

- Straight Time Base Wages;
- Overtime;
- Vacation;
- Holiday Pay;
- Bereavement Pay;
- Jury Duty Pay;
- Military Pay;
- Call-In Pay; and
- Workers’ Compensation.

NOTE: Each hour of Overtime worked counts as 1 hour for purposes of determining the total number of Compensated Hours worked during the Plan Year.

calculating your award

Your award is determined by multiplying the Eligible Profit-Sharing Amount for the Plan Year by the percentage that corresponds to the total number of Compensated Hours you worked in the table below.

NOTE: If the total number of hours you worked falls between two values, your total number of hours will be rounded **down** to the lower value.

Compensated Hours	% of Eligible Profit-Sharing Amount
2,080	100%
1,872	90%
1,664	80%
1,456	70%
1,248	60%
1,040	50%
832	40%
624	30%
416	20%
208	10%

Example—illustration only

For purposes of this example, assume the following:

- Division's Underlying Operating Margin: 14.2%
- Eligible employee's Compensated Hours worked for the Plan Year: 1,750

Step 1: Determine the Eligible Profit-Sharing Amount for the Plan Year.

Calculation: $14.2 \times \$400 = \$5,680$

Step 2: Identify the appropriate percentage in the table above that corresponds to the total number of Compensated Hours worked for the Plan Year (rounding down).

If the employee works 1,750 hours, the closest value (rounding down) in the table above is 1,664, which corresponds to **80%**.

Step 3: Calculate the employee's profit-sharing award amount by multiplying the Eligible Profit-Sharing Amount determined in Step 1 by the applicable percentage.

Calculation: $\$5,680 \times 80\% = \$4,544$

payment of awards

Awards are typically paid no later than the later of the following dates: (1) five months after the end of the Plan Year (by May 31 of the following year) or (2) 60 days after the Rolls-Royce plc Annual Report is released publicly.

To receive payment, you must be actively employed on the last day of the Plan Year (December 31). For purposes of the Profit Sharing Plan, you are considered actively employed if you are actively working, on an approved leave of absence, or were laid off during the Plan Year. The only exceptions to this requirement are if your employment ends due to:

- your death; or
- your retirement (as defined below).

If either of these situations applies, you (or your beneficiary) will receive payment. If your employment ends for any other reason *before* the last day of the Plan Year, you will *not* receive payment.

NOTE: For purposes of the Profit Sharing Plan, “retirement” means you terminated employment after: (1) reaching age 65, (2) reaching age 60 with 10 years of Credited Service, as defined in the Rolls-Royce Corporation Hourly-Rate Employees Pension Plan (the “Pension Plan”), without regard to whether you are a participant in the Pension Plan (3) you are at least 55 years old and your age plus years of Credited Service equals or exceeds 85, (4) you have 30 or more years of Credited Service, (5) you are at least 55 years old and have 10 years of Credited Service, but only if you and the Company mutually agree on the terms and timing of your retirement, or (6) you have 15 years of Credited Service and are totally and permanently disabled as defined in the Pension Plan.

tax withholding

All awards paid to you under the Profit Sharing Plan are considered taxable income and will be subject to all applicable non U.S., federal, state and local tax withholding. Applicable taxes will be deducted from all payments.

claims and review process

If you believe that you were not properly credited for compensated hours, or that there was another error in the calculation of your payment under the Profit Sharing Plan, you may request a higher payment. The Company will review your request, and if denied, you will be notified in writing with an explanation of the reason for the denial. You will have the opportunity to request a review of the decision and will be provided a reasonable period of time to submit your request for such review.

administrative information

beneficiary designation

If you die during the Plan Year or before your award is paid, the beneficiary designated to receive your life insurance benefits under the Rolls-Royce Corporation Welfare Benefits Plan will automatically become the beneficiary for the Profit Sharing Plan.

If you have transferred ownership of your life insurance to another individual, corporation, or trustee, and/or have not designated a beneficiary for your life insurance, your estate will be the beneficiary under the Profit Sharing Plan.

assigning your award

Your rights or benefits under the Profit Sharing Plan cannot be given, sold, or transferred to anyone else, except if required by law or if you die or become mentally incompetent. Your award cannot be claimed by creditors or used to pay your debts. Any attempt to transfer your rights under the Profit Sharing Plan will not be valid.

payments to minors or incapacitated individuals

If the Company determines that you (or your beneficiary) are unable to receive a payment due to being under the age of majority or a medical or mental condition, the Company may make payment to another person selected by the Company to receive it on your behalf. Once the payment is made, the Company will have no further responsibility for the payment.

compliance with Code Section 409A

The Company intends for payments under the Profit Sharing Plan to be exempt from, or otherwise to comply with, the deferred compensation rules under Section 409A of the Internal Revenue Code. The Profit Sharing Plan will be administered in accordance with the Rules of Section 409A of the Internal Revenue Code, including any available exemptions.

the Company's right to amend, modify, suspend, or terminate

The Company may amend, modify, or temporarily suspend the benefits described in this document when necessary to comply with applicable laws or to administer the Profit Sharing Plan properly. The Company will communicate these changes to employees and the Union as required by law.

Any changes, including termination of the benefits described hereunder, require the Union's prior written consent and must comply with the CBA.

SECTION 3 PAID PARENTAL LEAVE

The Company offers paid parental leave benefits to eligible employees following the birth of a child or the placement of a child for adoption.

eligibility

You are eligible for paid parental leave if you:

- are a Rolls-Royce Corporation employee;
- are covered by the collective bargaining agreement between Rolls-Royce Corporation and the UAW (“CBA”);
- have completed at least one (1) year of service;
- have worked at least 1,250 hours during the twelve (12) month period preceding the start date of your requested leave of absence; and
- are a qualifying family member, (which includes a birth parent, or adoptive parent).

length of leave

Eligible employees will receive two weeks of paid parental leave for each birth, adoption, or placement of a child for adoption, subject to the following conditions:

- You must take parental leave in one continuous two-week period.
- You must request and take parental leave within twelve (12) months of the child’s birth, adoption, or placement for adoption.
- The birth, adoption, or placement for adoption of multiples (for example, twins or triplets), is treated as a single event for leave entitlement purposes. You may not receive two weeks of paid leave for each child.
- The leave is limited to two weeks in a rolling 12-month period, regardless of whether more than one birth, adoption, or placement for adoption occurs within that 12-month period.

NOTE: If both parents are employed by the Company and otherwise eligible, each may take parental leave for only one event (e.g., birth, adoption, or placement for adoption) per year.

pay during parental leave

Each week of parental leave is paid at 100% of your total pay. For this purpose, “total pay” includes your base hourly rate plus any applicable cost of living adjustment (COLA).

If you work the afternoon or night shift, your total pay includes your base hourly rate, your shift differential pay, and any applicable COLA.

You will receive payment during parental leave in accordance with the Company’s regular payroll schedule.

tax withholding

Your parental leave payments are considered taxable income and are subject to all applicable federal, state and local tax withholdings. Applicable taxes will be deducted from each payment.

how to request a parental leave of absence

To request parental leave and receive parental leave benefits, you must contact Lincoln Financial Group at (877) 562-9977 to initiate a claim for parental leave benefits at least 30 days in advance. A Lincoln Financial Group representative will inform you of the documentation required to receive parental leave benefits.

coordination with other benefits

During your period of paid parental leave, all benefits will continue in accordance with the terms of the applicable benefit plan.

family and medical leave act (FMLA)

Any leave taken for the birth, adoption, or placement of a child for adoption will count toward your 12-week of FMLA entitlement within a 12-month period (if applicable). All other requirements and provisions under the FMLA will apply. Please contact Lincoln Financial Group at (877) 562-9977 for further guidance on FMLA.

short-term disability (STD)

If you give birth to a child, you may also be eligible for short-term disability benefits. The availability, amount, and duration are subject to the terms of the Rolls-Royce Corporation Welfare Plan.

For more information on eligibility, coverage, and claims procedures, please contact Lincoln Financial Group at (877) 562-9977. You are responsible for submitting all required documentation and following Lincoln Financial Group's process to receive short-term disability benefits.

returning to work

At or before the end of your parental leave, you may return to your same position or an equivalent position, as required by law.

the Company's rights

The Company reserves the right to interpret this policy and may amend, modify, or temporarily suspend the benefits described in this document, subject to the Company's obligations under the CBA.