

2024 Benefits Guide

Welcome to Stanley Black & Decker Benefits!

Look inside for helpful
information to choose
your benefits.



Benefits Made for You

Welcome to Stanley Black & Decker (SBD). We provide valuable benefits to support the physical, financial and mental well-being of you and your loved ones.

As you begin at Stanley Black & Decker, there are some benefits you will want to enroll in right away—medical, dental, vision, Flexible Spending Accounts (FSAs), life insurance and other coverage. Use this guide to help you choose the coverage that is right for you and your family. As you consider your choices and the care you may need, we encourage you to use available decision support tools, like ALEX and Benefit Scout. This guide will also tell you about the many benefits you have at SBD to support you and your well-being.

Stanley Black & Decker is pleased to provide you with a broad array of benefits that are made to take care of you.

We are glad you are here.

JOHN LUCAS
SVP, CHIEF HUMAN RESOURCES OFFICER

“At Stanley
Black & Decker,
we are committed
to you.”



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Who's Eligible

You are eligible for SBD's health and group benefits if you are a U.S. employee regularly scheduled to work at least 20 hours per week.

If you are a temporary employee or intern paid by SBD payroll working at least 30 hours per week, you are eligible for medical, prescription drug, the SupportLinc Employee Assistance Program (EAP) benefits, Torchlight Caregiving Solutions, and Care.com Work/Life Services after the 90-day waiting period is satisfied.

You may also cover your:

- Legal spouse
- Same- or opposite-sex domestic partner¹
- Children (including children of a domestic partner) under age 26²
- Children who are mentally or physically unable to work as a result of a condition that began prior to age 26

Parents and grandchildren are not eligible dependents. Grandchildren are only covered if you are their legal guardian (court papers required).

¹ Part-time employees working less than 20 hours per week as well as agency workers, casual, irregular and independent contractors are not eligible.

² The value of the domestic partner coverage is added to your taxable earnings as imputed income and will reduce your take-home pay. For more information, including the tax implications per the IRS, refer to the Domestic Partner Policy guide at sdbenefitscenter.com/welcome.

Coverage categories:

When you make your elections for medical, dental and vision coverage, you will choose a coverage category based on the dependents you plan to cover.

- Employee Only
- Employee + Spouse/Domestic Partner
- Employee + Child or Children
- Employee + Family (Spouse/Domestic Partner and Child or Children)

Dependent Verification

Dependent verification is required for any dependents you add to your coverage. Once you add your dependents, they will have a verification status of "pending." Submit supporting documentation during the enrollment process or within 31 days of enrolling. Dependent information will not be sent to the carriers until the proper documentation is submitted to the SBD Benefits Center and approved.

Dependent Eligibility Audit

For SBD to continue to be able to offer comprehensive and affordable benefit options, we need to ensure we're only covering SBD employees and dependents that meet all the eligibility requirements. To do this, we may conduct a random audit of covered dependents to ensure they meet Plan eligibility requirements. A random selection of employees who haven't been audited in the prior 36 months will be required to provide documents to verify their dependents upon request from the SBD Benefits Center.

Important!

You must enroll within 31 days of your hire date to ensure you have the coverage that you and your family need.

When Benefits Begin

When your benefits begin depends on these factors:

If you are a regular full-time employee or part-time employee working 20 or more hours per week, your benefits coverage begins the first day of the month following your date of hire. If you are hired on the first day of the month, your benefits begin the first day of the following month (for example, if you are hired on June 1, your benefits begin on July 1).

If your company is acquired by Stanley Black & Decker, you become eligible for Stanley Black & Decker benefits as of the benefits effective date designated by Stanley Black & Decker.

If you are a temporary employee or an intern and are working 30 hours or more a week, you are eligible after a 90-day waiting period. Your benefits will be effective on the 91st day following your date of hire.

Need Help or Have Questions? Resources for You

SBD Benefits Center

For comprehensive benefits information and decision support

Find information and links to the Plan documents, decision support tools, videos and more to help you make informed benefits decisions for you and your family. It is accessible from work or home, and no login credentials are required.

Visit the SBD Benefits Center Welcome Site (sdbbenefitscenter.com/welcome).

Carrier and Program Vendor Pre-enrollment Lines

For coverage specific questions and/or to check to see if your providers and facilities are in the network

Cigna for Medical/Dental/Vision **1-800-243-3280**

Supplemental Health Benefits for Accidental Injury, Critical Illness or Hospital Insurance **1-800-351-9214**

WEX Health for FSA/DCFSA **1-844-561-1337**

Other carrier and program vendor contact information can be found on the **SBD Benefits Center Welcome Site**

Enrollment Assistance

Connect to the Enrollment Site online to use the chat feature or secure inbox messaging, or call **1-800-795-3899** to connect with an SBD Benefits Center representative.

Your Medical Options

Depending on where you live, you have up to four Cigna medical options to choose from.¹

Here's how they compare. For a list of participating health care professionals and facilities, visit cigna.com and click on "Find a Doctor."

| | Basic HSA | Plus HSA |
|--|--|--|
| Network | Cigna National Open Access Plus Network | Cigna National Open Access Plus Network |
| Out-of-Network | For any reason and everyone enrolled | For any reason and everyone enrolled |
| Health Savings Account (HSA) Money from SBD and your contributions (if elected) | From SBD: Individual: \$250 Family: \$500 | From SBD: Individual: \$500 Family: \$1,000 |
| Payroll Contributions See page 28 for contributions | Low | Higher |
| Calendar-Year Deductible² The amount you pay before SBD begins paying for most health care services | Highest | High |
| Out-of-Pocket Maximum | Highest | High |

¹ If you live in California in a Kaiser-eligible coverage area, you're eligible for the Kaiser medical option in addition to the Cigna medical options. If you live in Hawaii, you're eligible for the HMSA PPO medical option only. For additional details on the Kaiser Traditional HMO or HMSA medical options, visit the SBD Benefits Center Welcome Site.

² The medical and pharmacy deductibles are combined for the HSA options. There is no pharmacy deductible for the OAP options.

| | OAP | LocalPlus OAP In-Network Only |
|--|---|--|
| | Cigna National Open Access Plus Network | Cigna LocalPlus Network |
| | For any reason and everyone enrolled | No out-of-network coverage except for emergencies³ |
| | N/A | N/A |
| | Highest | Low |
| | Lowest | Lowest |
| | Lowest | Lowest |

³ Emergency Services are covered at the in-network cost-sharing level as required by applicable state or federal law if services are received from a non-participating (Out-of-Network) provider. Ambulance services used as non-emergency transportation (e.g., transportation from hospital back home) generally are not covered.

Looking to Save on Health Care in 2024?

Here are some things you can do:



Consider covering just yourself.

You can save by selecting employee-only coverage with any medical option, and by using in-network doctors, hospitals and providers.



Let ALEX help you choose the right coverage.

ALEX is a confidential, mobile-friendly, easy-to-use tool that helps you consider which options will be the best fit for you and your family based on your anticipated health care needs. Check it out at start.myalex.com/sbd or scan the QR code. Short on time? Visit ALEX Go for a compact text-based experience available in English and Spanish.



Save with specialty programs from Cigna (see pages 13–14).



Save money with a tax-free health care account.

No matter which option you choose, you'll have at least one tax-free health care account that you can contribute to.

They're a great way to save on taxes for expenses you expect to have throughout the year.

How it works:



1 You choose to contribute money.



2 The money comes out of your paycheck before taxes.



3 You can use the money for eligible health, dental and vision expenses.

See more about the accounts on pages 16–17.

If you have childcare expenses, consider enrolling in a Dependent Day Care Flexible Spending Account to save on dependent day care.

Medical Coverage at a Glance

The LocalPlus OAP offers the same benefits as the regular OAP option, but the LocalPlus OAP is an in-network-only option with a narrow network of providers. In this option, you'll pay full price for any care outside of the LocalPlus network. So before enrolling, check if your doctors, hospital and other providers are in the narrow LocalPlus network, or consider switching to providers that are part of the LocalPlus network.

Confirm your eligibility for this option on the SBD Benefits Center Enrollment Site or the ALEX decision support tool. Be sure to enter your home ZIP code on ALEX.

| Here's what you pay when you get care. | Basic HSA | | Plus HSA | | OAP | | LocalPlus OAP |
|--|---|-----------------------------|--|-----------------------------|----------------------------|-----------------------------|----------------------------|
| | In-Network | Out-of-Network ¹ | In-Network | Out-of-Network ¹ | In-Network | Out-of-Network ¹ | In-Network Only |
| Annual Deductible² Individual Family | \$2,500 \$5,000 | \$5,000 \$10,000 | \$1,750 \$3,500 | \$3,500 \$7,000 | \$700 \$1,400 | \$1,400 \$2,800 | \$700 \$1,400 |
| Out-of-Pocket Maximum Individual Family | \$5,500 \$11,000 <small>or \$8,150 for any one individual under the family coverage³</small> | \$11,000 \$22,000 | \$4,500 \$9,000 <small>or \$8,150 for any one individual under the family coverage³</small> | \$7,000 \$14,000 | \$3,500 \$7,000 | \$7,000 \$14,000 | \$3,500 \$7,000 |
| SBD HSA Contribution Individual Family | \$250 \$500 | | \$500 \$1,000 | | N/A | | N/A |
| Routine Preventive Care <small>(including preventive X-ray and/or lab services)</small> | \$0 no deductible | | \$0 no deductible | | \$0 no deductible | | \$0 no deductible |
| Primary Care Office Visit <small>(including mental health/substance abuse visits and physical therapy)</small> | 30% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | \$25 copay ⁴ | 50% after deductible | \$25 copay ⁴ |
| Specialist Office Visit <small>(including OB/GYN)</small> | 30% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | \$50 copay ⁴ | 50% after deductible | \$50 copay ⁴ |

These options don't come with an HSA, but find out about your Flexible Spending Account (FSA) option on page 16.

¹ The plan will pay the percentage shown for covered services that do not exceed the plan's maximum reimbursable charge. When using an out-of-network provider, you may be responsible for the charges exceeding the maximum reimbursable charge, even if you have met your annual deductible and/or out-of-pocket maximum. These charges are not accumulated toward your deductible or out-of-pocket maximum. Out-of-pocket limits do not apply to penalties for failure to obtain pre-authorization for services, certain drug coupon amounts, premiums, balance-billing charges and health care this plan doesn't cover.

² In the OAP and LocalPlus OAP options, the deductible applies to each covered individual up to the family deductible. Copays do not count toward the deductible, but do count toward the out-of-pocket maximum.

³ In the Basic HSA and Plus HSA options, once an individual with family coverage meets the individual OOP maximum of \$8,150, the plan will pay 100% of all covered expenses for that person, even if the family maximum has not been met. Once the family OOP maximum is reached, the plan will pay 100% of all covered expenses for every covered individual—regardless of whether each family member has reached the individual maximum.

Find Out More From Cigna

Learn more about your medical coverage options and what you will pay for other medical services in the Cigna Medical Options Guide at sdbenefitscenter.com/welcome.

| | Basic HSA | | Plus HSA | | OAP | | LocalPlus OAP |
|---|----------------------|-----------------------------|----------------------|-----------------------------|--|-----------------------------|--|
| | In-Network | Out-of-Network ¹ | In-Network | Out-of-Network ¹ | In-Network | Out-of-Network ¹ | In-Network Only |
| Emergency Room (you will pay 50% of any out-of-network expenses incurred for non-emergency use) | 30% after deductible | 30% after deductible | 20% after deductible | 20% after deductible | 20% after deductible | 20% after deductible | 20% ⁷ after deductible |
| Urgent Care | 30% after deductible | 30% after deductible | 20% after deductible | 20% after deductible | \$50 copay | \$50 copay | \$50 copay |
| Hospital Services | 30% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | \$200 per admission copay, then 20% after deductible | 50% after deductible | \$200 per admission copay, then 20% after deductible |
| Cigna Virtual Care Through MDLive (including primary care, urgent care, behavioral care, mental health and substance abuse ⁵) | \$0 | N/A | \$0 | N/A | \$0 | N/A | \$0 |
| Mental Health and Substance Abuse⁵ Inpatient Outpatient | 70% 70% | 50% 50% | 80% 80% | 50% 50% | 80% after \$200 copay \$25 doctor's office, 80% independent facility | 50% 50% | 80% after \$200 copay \$25 doctor's office, 80% independent facility |
| Hearing Aid Equipment/Devices⁶ In-Network Only: Up to \$3,000 maximum every 3 years | Up to \$3,000 | N/A | Up to \$3,000 | N/A | Up to \$3,000 | N/A | Up to \$3,000 |

⁴ There is no charge after the copay if only X-ray and/or lab services are performed and billed.

⁵ Cigna will process all claims with a primary mental health/substance use diagnosis under the MH/SU cost share, regardless of the place of service.

⁶ Includes testing and fitting of hearing aid devices at Physician Office cost share; in-network benefit only. For hearing aids, Amplifon is the preferred in-network vendor and must be used for hearing aids to be covered as in-network benefit. Customers/providers may contact Amplifon directly for assistance to locate a hearing aid professional by calling 1-877-806-7062 or online at amplifonusa.com/cigna.

⁷ Emergency Services are covered at the In-Network cost-sharing level as required by applicable state or federal law if services are received from a non-participating (Out-of-Network) provider. Ambulance services used as non-emergency transportation (e.g., transportation from hospital back home) generally are not covered.

Ask Yourself This

before choosing your medical option.

Here are some questions you may want to think about to decide which medical option is the best fit for you and your family.



How do you prefer to pay for care?

More from my paycheck and less at the time of care.

The OAP or LocalPlus OAP options could be good choices for you. These have higher paycheck contributions, but you pay set copays when you need care. Keep in mind the LocalPlus OAP option is only available in certain ZIP codes and is an in-network-only plan with no coverage out of network. You must use doctors, hospitals and other providers/facilities in the narrow LocalPlus network if you choose the LocalPlus OAP option.

Less from my paycheck and more out-of-pocket costs if I need care. The Basic HSA or Plus HSA could be good choices for you. With these options, you pay less in paycheck contributions, but your deductible and coinsurance—what you pay when you get care—are higher.

How much health care do you expect to use next year?

Only preventive care. You only need to consider the paycheck contributions for each option, as preventive care is covered at 100% under all the plans. Keep in mind that any diagnostic care, prescription drugs or non-preventive care will be subject to the plan deductible and coinsurance resulting in out-of-pocket costs to you. The Basic HSA and LocalPlus OAP have the lowest paycheck contributions.

A lot of care¹ or high-cost prescription drug needs. You may want to consider each option's deductible and out-of-pocket maximum in addition to your paycheck contributions when you compare the options. The OAP and LocalPlus OAP have lower out-of-pocket maximums.

¹ Such as an upcoming birth or surgery or if you have a chronic condition such as diabetes or hypertension.

Do you have several thousand dollars on hand if you have a large medical expense?

Yes. The Basic HSA or Plus HSA could save you money in the long term, but these options have higher deductibles, which means if you do need care, you may be faced with a large out-of-pocket bill payable all at once in order to first meet your deductible.

No. If you don't have the money on hand to pay a large deductible in the event of a large medical expense or an emergency, then the Basic HSA and Plus HSA may not be good options for you.

Do you like the idea of setting aside pre-tax funds in an account that you can use to save for health care expenses now and in the future?

Yes. If an account like this sounds great, the Basic HSA or Plus HSA option gives you an opportunity to save now and into the future with tax-free money. The HSA is a tax-free health care account funded by SBD and monthly by your payroll contributions. The money belongs to you and stays with you from year to year, even if you leave SBD. Plus, you can invest the money in your HSA, and earnings are also tax-free.

No. Even if an HSA option isn't right for you, you still have the opportunity to save on health care expenses with a Health Care Flexible Spending Account. Set an annual contribution amount and contribute pre-tax money from each paycheck into an account to help pay for eligible health care expenses. Unlike the HSA, your full annual FSA contribution amount is available Day 1—so you can start using your funds as soon as your medical coverage begins.

And don't forget the Dependent Day Care FSA—it's a great way to save money on your dependent care expenses.

Are you eligible for the LocalPlus OAP option, and are your providers in the LocalPlus network?

Yes. Consider the LocalPlus OAP option. It offers lower contributions in exchange for staying in a narrow network. If your providers are in the LocalPlus network and you're OK with not having out-of-network coverage, this may be a great choice for you. Knowing how the LocalPlus OAP in-network coverage option works can help you avoid high out-of-pocket costs. Remember, for your health care costs to be covered under the LocalPlus option, you must only use the narrow LocalPlus network. **So, if you want to choose this option, make sure to confirm that providers and facilities you use are in the LocalPlus network**—or you must be willing to switch providers. **You will be responsible for paying for the full cost of any out-of-network care.** Check if your current providers are in the LocalPlus network at [cigna.com](https://www.cigna.com). Click on "Find a Doctor" and search using your provider name and the network—"LocalPlus."

No. If you are not eligible or have doctors, hospitals/facilities or other providers who are not in the LocalPlus network, this is not a good choice for you since there's no out-of-network coverage in the LocalPlus OAP. **You will be responsible for the full cost of care if you use doctors and facilities that are not in the LocalPlus network.**



ALEX is your personal benefits advisor!

Talking with ALEX is like having a conversation with a real person. ALEX explains all your benefits and makes recommendations based on your input into the tool. Be sure to enter your home ZIP code when using ALEX.

For the Expected ... and the Unexpected

Life is full of little—and big—surprises. Sometimes that is good. And sometimes it is not so good. Either way, Stanley Black & Decker has benefits that can help.



Supplemental Health Benefits for a Little Extra Support

Supplemental health benefits offer extra support in some of those unexpected and challenging moments. Consider Accidental Injury, Critical Illness and Hospital Care Insurance.

You can choose any of these benefits even if you do not enroll in an SBD medical option. Learn more about Supplemental Health Benefits online at sdbbenefitscenter.com/welcome or call the Cigna Supplemental Health Benefits pre-enrollment line at **1-800-351-9214**.

We Make It Easy

Wellness Auto Pay. If you're enrolled in Cigna medical and either Critical Illness or Hospital Care, when you have a qualifying wellness treatment, health screening test or preventive care benefit, you can receive your \$50 benefit payment automatically.

Connected claims. View your claim status online at myCigna.com.

More Support from Cigna

When you enroll in a Cigna medical option, you have access to easy-to-use tools and programs.

myCigna and the myCigna app. Get instant access to cost estimator tools, personalized provider searches and wellness resources.

Preventive care coverage. Any eligible in-network preventive wellness check-ups and screenings are 100% covered by Cigna, which means you don't pay anything for these services. Note that not all preventive care services are eligible. For example, immunizations for travel are generally not covered. Visit [myCigna.com](https://mycigna.com) to see what preventive care services are covered.

24/7 live customer service. Whether you have benefits questions or you need help finding in-network care, call **1-800-243-3280**—anytime, anywhere.

Virtual Care from MDLive. Get preventive, primary care, urgent care and behavioral health care, including therapy and psychiatrist visits, by phone or video, whenever it's convenient for you, at \$0 cost. Virtual care through MDLive is covered at 100% (before your deductible in the HSA options). Call **1-800-243-3280**, visit [myCigna.com](https://mycigna.com) or use the Cigna app to get started.

And check out virtual dental care through the Teledentists. You can view any out-of-pocket costs for virtual dental care by logging in to [myCigna.com](https://mycigna.com).

Health Coaching. Ready to start meeting your health goals? Work 1:1 with a Cigna Healthcare health coach. Call **1-800-243-3280** to talk to a coach.

Healthy Pregnancies, Healthy Babies. Get support to stay healthy before and during your pregnancy and in the weeks following your baby's birth. Call **1-800-615-2906**. You can even earn a \$200–\$400 incentive if you enroll before the third trimester.²

My Medical Ally. Count on My Medical Ally for expert health care guidance, reliable medical information and personalized support from a team of doctors, nurses and researchers. Visit mymedicalally.alight.com (**company code: sbd**) or call **1-888-361-3944**.

There is a requirement to complete the Surgery Decision Support Program (SDS) if you're enrolled in a Cigna medical option and considering elective hip, knee, low back, hysterectomy or weight-loss surgery. A \$400 penalty will apply if you do not complete the SDS program at least 30 days before your scheduled surgery. If you do participate, you will receive a \$400 prepaid gift card.²

Livongo by Teladoc Health. Manage diabetes, pre-diabetes, hypertension and other health goals like weight, stress and more. Visit join.livongo.com/sbd-cigna/register or call **1-800-945-4355** (**registration code: SBD-CIGNA**). To enroll in Livongo, you must meet the eligibility criteria.

Cigna Pathwell Bone & JointSM. Whether this is your first time experiencing muscle or joint pain or you are considering surgery, a dedicated Care Advocate will help you navigate your health plan benefit options and connect you to the appropriate resources and care for your specific needs. If surgery is recommended, the program works in conjunction with My Medical Ally and includes zero or low-cost surgery benefits, pre- and post-surgery support and a travel benefit. Ready to put an end to joint pain? Visit CignaPathwellBoneandJoint.com or call **1-877-505-5875**.

Maven Clinic. Get free virtual support for family building³, pregnancy³ and menopause for you and your spouse/domestic partner. With Maven, you get personalized 24/7 care and guidance for your path to parenthood and beyond—when you need it and how you need it (yep, even at 2am). Activate your free membership, available through June 30, 2025 at mavenclinic.com/join/SBD or by downloading the Maven Clinic app.

² Incentive rewards may be considered taxable income. Please contact your tax advisor for details.

³ This program will become available through the Maven Clinic on February 1, 2024. Visit mavenclinic.com/join/SBD for more details.

Your Prescription Drug Coverage

All of the SBD Cigna medical options come with prescription drug coverage.

Cigna Pathwell SpecialtySM

If you're using a specialty medication to treat a complex medical condition, Cigna Pathwell helps make specialty medications more affordable and easier to manage. Connect with licensed, registered nurse case managers who have a strong understanding of your condition, the specialty medication(s) you're receiving and your insurance benefits. They'll take care of everything for you, so you can focus on your health and well-being.

Certain medications need approval from Cigna (precertification) before they're covered, and some medications have to be administered by a provider in the Cigna Pathwell Specialty Network (or ordered from an in-network specialty pharmacy) to be covered.

Head to [Cigna.com/pathwellspecialty](https://www.cigna.com/pathwellspecialty) to see a list of in-network providers in your area for infused and injected medications, or connect with a Specialty Care Manager at **1-877-505-3681**, Monday–Friday, 7 a.m.–6 p.m. CT.

How you pay for prescriptions differs across the options:

Basic HSA and Plus HSA options

The pharmacy deductible is part of the medical option deductible, and prescription copays and coinsurance amounts apply after the deductible has been met.¹ That means you pay the full cost of your prescriptions until your medical plan deductible is met. Then, you pay the copays and coinsurance for your prescription drugs.

OAP option

This option does not have a pharmacy deductible, which means you will immediately pay the copays and coinsurance for your prescription drugs.

Review the 2024 Cigna Prescription Drug List

Visit sdbenefitscenter.com/welcome. Search using keywords “Cigna Drug List.”

Dispense-As-Written Policy

The pharmacy will dispense your medication exactly as your doctor has indicated on the prescription order. If your doctor requests a brand-name medication on your prescription, you will only have to pay the applicable copay. If a brand-name medication is not specified by your doctor and you request a brand-name when a generic equivalent is available, you must pay the difference between the cost of the generic and brand-name medication, plus the brand copay.

Here's what you pay when you fill a prescription.

Retail (30-day supply)

| | |
|---------------------------------|-------------------------------------|
| Generic | \$12 copay |
| Preferred Brand Name | 25% (\$35 min, \$95 max) |
| Non-Preferred Brand Name | 35% (\$55 min, \$115 max) |

Retail 90 Program and Express Scripts Pharmacy, Cigna's Home Delivery Pharmacy (90-day supply)²

| | |
|---------------------------------|--------------------------------------|
| Generic | \$24 copay |
| Preferred Brand Name | 20% (\$70 min, \$190 max) |
| Non-Preferred Brand Name | 30% (\$110 min, \$230 max) |

¹ The deductible is waived for specified Preventive Medications in the Cigna Preventive Plus Medication Program. See the 2024 Prescription Drug List on the SBD Benefits Center Welcome Site.

² If you have medications that you take regularly, you will only be allowed three 30-day refills at a retail pharmacy before having to switch to a 90-day fill.

Save on Your Prescriptions

You can estimate your medication costs and review lower-cost options using the Prescription Drug Price Quote Tool available on [myCigna.com](https://mycigna.com).

Rx Savings Solutions is ready to assist you with savings opportunities. Enroll in your account at myrxss.com or call **1-800-268-4476** Monday through Friday, 7 a.m.–8 p.m. CT. Rx Savings Solutions' Pharmacy Support team is staffed with certified pharmacy technicians ready to assist you.

Consider **biosimilars** for a safe, effective and cost-saving alternative to some biologic medications. Call Rx Savings Solutions or talk to your doctor if you have questions about switching to a biosimilar and learn more by visiting fda.gov/biosimilars.

Insulin Cost Cap Patient Assurance Program makes certain diabetes medications more affordable by capping the out-of-pocket costs (\$25 for 30-day supply and \$75 for 90-day supply via mail order). Contact Cigna at **1-800-243-3280** to learn more and verify which medications are eligible.

SaveOnSP is a specialty medication program for those in the OAP/LocalPlus OAP options only, helping to lower out-of-pocket costs on select specialty medications to \$0 (requires first specialty fill via mail order with Accredo, a Cigna-owned company).

Pathwell Specialty helps make specialty medications more easier to manage, so you can focus on your health. Find out more on [page 16](#).

Save With a Tax-Free Health Care Account

Depending on which medical option you choose, consider contributing to a tax-free health care account to help you save.

Have Dependents? You Could Save!

You can contribute pre-tax to a **Dependent Day Care FSA** to help you pay for dependent day care so you and your spouse/domestic partner can work, look for work or attend school full time. Eligible dependents include children under age 13 or dependents of any age who are physically or mentally incapable of caring for themselves. You can elect to contribute between \$250 and \$5,000, or \$2,500 if you and your spouse file separate tax returns, on a pre-tax basis. Find out more on sdbenefitscenter.com/welcome.

| Here's how the accounts compare. | Health Care Flexible Spending Account (FSA) | |
|---|--|----------------------------|
| Which medical option does it go with? | OAP, LocalPlus OAP, Kaiser, HMSA, waived medical coverage | |
| What can I use it for? | Eligible medical, prescription, dental and vision expenses | |
| Who can contribute? | You | |
| How much can I contribute in 2024? | Minimum: \$250 | Maximum: \$3,050 |
| | A debit card will be issued from WEX. | |
| Can I change my contributions during the year? | No Unless you have a qualified life event | |
| Does it carry over from year to year? | Only \$610 can be carried over from 2024 to 2025. | |
| What happens if I leave Stanley Black & Decker? | You cannot take your FSA funds with you. | |
| Can I invest the funds? | No | |

¹ Even if you do not contribute to your HSA, if you elect an HSA medical option, an HSA account will be automatically set up with HSA Bank and a debit card will be mailed to your home address. If you receive a letter from HSA Bank after you enroll asking you to verify your address or personal data, you must respond within 90 days to complete the verification process. If you do not respond, you will not have access to the funds in your account and you will forfeit the Stanley Black & Decker contribution for the plan year.

² You are responsible for monitoring your HSA contributions so as not to exceed the annual maximums.

The deadline for 2024 FSA claim submission is March, 31, 2025. Only \$610 may be rolled over from 2024 into 2025.

| Limited Purpose Flexible Spending Account (FSA) | | Health Savings Account (HSA) ¹ | |
|--|---|--|---|
| Basic HSA, Plus HSA | | Basic HSA, Plus HSA | |
| Eligible dental and vision expenses (before you reach your HSA deductible) | Medical expenses (after you meet your HSA deductible) | Eligible medical, prescription, dental and vision expenses | |
| You | | Money from SBD and you (if elected) | |
| Minimum: \$250 | Maximum: \$3,050 | Minimum: \$250 | Maximum you and SBD can contribute combined: ² \$4,150 if you cover just yourself \$8,300 if you cover your family Additional \$1,000 if you are 55 or older |
| A debit card will be issued from WEX. | | A debit card will be issued from HSA Bank. | |
| No Unless you have a qualified life event | | Yes | |
| Only \$610 can be carried over from 2024 to 2025. | | Yes , the account and the full amount in it belong to you. | |
| You cannot take your FSA funds with you. | | The HSA belongs to you , even if you leave SBD. | |
| No | | Once your HSA balance reaches \$1,000 , you can begin to invest those funds. Any investment earnings are also tax-free. | |

According to IRS Regulations, you are eligible to contribute to an HSA account if you:

- 1** Are enrolled in or will enroll in a high deductible health plan, like Stanley Black & Decker's Basic HSA option or Plus HSA option
- 2** Are not enrolled in a separate health plan that is not a high deductible health plan, such as a spouse's HMO or PPO.
- 3** Are not enrolled in any part of Medicare, even Part A or TRICARE.
- 4** Are not enrolled in Medicaid.
- 5** Are not enrolled in a general use Health Care Flexible Spending Account in the same Plan Year.
- 6** Cannot be claimed as a dependent on someone else's 2024 tax return. If you receive a letter from HSA Bank after you enroll asking you to verify your address or other personal information, you must respond within 90 days. Failure to respond will prohibit access to your account.



Consider This

Medical coverage needs can change from year to year, so it's important to consider the care you and your family may need in the year ahead. Before you enroll in coverage, consider any changes in your health care needs. A few example scenarios are noted below that may help you find a good medical coverage fit.

Find more details about the options and cost assumptions for each scenario in the 2024 Cigna Medical Plan Options Guide and supplement at sdbbenefitscenter.com/welcome.

Jordan

Single, young and healthy.

Age: Early 30s

Lifestyle: Not married and doesn't have children

Medical status: He's pretty healthy and feels optimistic about the future.

The Clarks

A growing family.

Age: Early 30s

Lifestyle: Young couple expecting their first child

Medical status: They expect to meet their annual deductible this year with pregnancy- and birth-related expenses. They receive all medical care in-network.

The Patel Family

Married with young children.

Age: Mark, 48; Emily, 44; Devin, 6; and Bettina, 12

Lifestyle: Busy, active, and very healthy

Medical status: The Patels don't have any major health conditions or expect any surgeries during the year. They receive all medical care in-network.

Marcella

Single woman with diabetes.

Age: 52

Lifestyle: Eats right, exercises and gets support from Livongo

Medical status: She's concerned about large medical and pharmacy expenses, or needing to pay a lot out of pocket all at once.

BEST FIT

He goes for a preventive care check-up once a year but generally doesn't visit the doctor much. If you don't need a lot of care, the **Basic HSA** could be a good, low-cost choice.

BEST FIT

If you're expecting a lot of medical care, the **OAP or LocalPlus OAP¹** might be a good choice. Remember, with the LocalPlus OAP, you must be eligible for the plan and you must use doctors and providers in the LocalPlus network for services to be covered.

BEST FIT

If you don't need a lot of care, the **Basic HSA** could be a good, low-cost choice.

BEST FIT

If you're managing a chronic condition, the **OAP or LocalPlus OAP** might be a good choice. Remember, with the LocalPlus OAP, you must stay in the network to be covered.

¹ Residing in a LocalPlus OAP-eligible home ZIP code

Help from SBD

No Matter What's Happening in Your Life

Life has ups and downs, and SBD offers you support, no matter which medical option you're enrolled in.

SupportLinc by Curalinc Healthcare, offers expert guidance to support you and your family with emotional, work/life and every day challenges. You and your household members may call, text, live chat or email with a licensed clinician 24/7/365. Access digital content including chat based group support sessions and on-demand trainings. Plus, receive up to six free mental health support sessions with a licensed clinician, per household member, per issue, per year. Call **888-508-1170** or visit **sbdsupportlinc.com**; group code: sbd.

Care for Business offers a comprehensive suite of services designed to make your life easier, whether you're managing a major life event or dealing with daily tasks. Care provides 24/7 personalized assistance and informative tips, tools and events, plus major discounts on products and services nationwide. Access support through an online request or by phone.

Your **Care membership** offers unlimited access to a large online network of background-checked caregivers for your family, pets, home and personal needs. SBD covers your membership subscription cost, so you can find and book short- and long-term care based upon your needs and preferences. Whether you need a sitter while you're at work, housekeeping help, tutoring assistance or pet care, simply post a job, connect with local caregivers and easily book care online.

Torchlight, by LifeSpeak Inc., a parenting and caregiving solution, helps support caregivers with a digital-first solution to resolve caregiving challenges quickly and efficiently, no matter the age, stage, crisis or concern.



To view the Cancer Guide, LGBTQ+ Guide, Parental Leave Guide and more information on all of the resources, visit **sbdbenefitscenter.com/welcome** and use the search feature.

Tobacco Cessation supports you in kicking the tobacco habit and can work wonders for your health and your wallet. You and your spouse or domestic partner have free access to Quit For Life® on Rally Coach™. If you complete the program, the \$50 monthly tobacco-user surcharge for your medical coverage will be removed. That's an extra \$50 per month in your pocket! Get started at **quitnow.net** or call **1-866-QUIT-4-LIFE (1-866-784-8454; TTY 711)**.

WW (Weight Watchers) is here to help you achieve your weight-loss goals and improve your overall health. Learn more at **sbd.ww.com** or call **1-866-204-2885**. The employer ID is 12157, and your unique ID is your employee ID (shown on your MySBD profile or on your paycheck statement). Spouses/domestic partners can register with your name and employee ID with SWK on the end.

Cancer Guide offers care navigation, detailed benefits information and financial support resources for those facing a cancer diagnosis.

LGBTQ+ Guide offers additional resources and benefits to support your sense of belonging.

Parental Leave Guide provides all the SBD resources you'll need for your pregnancy and Parental Leave.

NEW IN 2024! Financial Well-being Guide offers tactical resources to help boost your financial resiliency and help you get or stay financially fit.

Dental

You have up to three dental options, depending on your home ZIP code.

The options differ in how you pay for care and which providers you can see.



Visit [cigna.com](https://www.cigna.com) and go to “Find a Doctor” to search for an in-network dentist or to check if your dentist is in-network and find out more. When you enroll, you will see which options are available to you.

Here’s how the options work.

1

Cigna Dental Basic PPO

You are free to go to any dentist but will receive enhanced benefits with in-network providers. With the Basic PPO, you will pay less in paycheck contributions, but more when you receive care.

2

Cigna Dental Plus PPO

With the Plus PPO, you will pay more in paycheck contributions and less when you receive care. The Plus PPO also covers orthodontia, which is not covered under the Basic PPO.

3

Cigna Dental HMO

Eligibility is based on your home ZIP code. This option only offers in-network coverage, which means you must use providers and facilities in the DHMO Dental Care Access Plus network to receive any dental coverage. A general dentist will be assigned to you after you enroll. You must see your general dentist to receive any coverage. You can change your general dentist at any time. Changes made by the 15th of the month will take effect at the start of the following month.

The DHMO has no annual deductible or maximums, with lower paycheck contributions than the Dental PPO options. The DHMO has fixed charges for services, making your out-of-pocket costs more predictable.

Coverage at a Glance

Here's what **you pay** when you get care.

| | Cigna Dental Basic PPO ¹ | | Cigna Dental Plus PPO ¹ | | Cigna DHMO |
|--|-------------------------------------|-------------------------|---|-------------------------|--|
| | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network Only |
| Network | Advantage Dental PPO | | Advantage Dental PPO | | Dental Care Access Plus (DCAP) |
| Annual Deductible² | | | | | None |
| Individual | \$100 | \$200 | \$50 | \$100 | |
| Family | \$200 | \$400 | \$100 | \$200 | |
| Class I: Preventive/Diagnostic³ (exams, cleaning, etc.) | \$0 no deductible | | \$0 no deductible | | \$0 You incur no charge for routine cleaning, X-rays, oral exams and topical fluoride |
| Class II: Basic Restorative (fillings, root canals, etc.) | 20% after deductible | 30% after deductible | 10% after deductible | 20% after deductible | Set costs for services based on a Patient Charge Schedule (PCS), which is a list of fees for each covered service. Learn more on the SBD Benefits Center Welcome Site. |
| Class III: Major Restorative (crowns, dentures, bridges, implants) | 50% after deductible | 60% after deductible | 40% after deductible | 50% after deductible | |
| Class IV: TMJ | | | | | |
| Class V: Orthodontia (children and adults) | Not covered | | 40% after deductible | 50% after deductible | |
| | | | Up to \$2,500 lifetime maximum (combined in- and out-of-network) | | |
| Calendar-Year Maximum | \$1,000 | | \$2,000 | | None |

¹ You must use a DPPO Advantage dentist for in-network coverage.

² In- and out-of-network deductibles and maximums cross-accumulate. If you receive preventive dental care in a Plan Year, your annual dental maximum will increase by \$50 in the following year (up to a maximum of \$150 after three years).

³ Oral Health Integration Program (OHIP) is available to all Cigna Dental Customers under any SBD dental plan (you do not have to have medical coverage with Cigna). Cardiovascular disease, diabetes and maternity, head and neck cancer radiation, cerebrovascular disease (stroke), chronic kidney disease, and organ transplants are the qualifying conditions that make a member eligible for OHIP benefits. OHIP provides 100% reimbursement for coinsurance/copays for additional dental procedures that help to promote optimal oral health for patients with the identified medical conditions. A customer with a qualifying condition is auto-enrolled in the OHIP program. A customer may also choose to register if not auto-enrolled. The registration form is found on myCigna.com or by calling Cigna at 1-800-243-3280.

Vision

You can enroll in our vision coverage through Cigna.

You can see providers in or out of the Cigna network but will pay less when you stay in the Cigna network of providers.



You'll pay less when you use providers in the Cigna Vision Network serviced by EyeMed. See eyedoclocator.eyemedvisioncare.com/cigna/en to find participating providers.



Coverage at a Glance

Here's what **you pay** when you get care.

| | In-Network ¹ | Out-of-Network ² |
|--|---|-----------------------------|
| Eye Exam (one per calendar year) | \$0 | Charges above \$50 |
| Lenses (one pair per calendar year) | | |
| Single Vision | \$25 copay | Up to \$45 allowance |
| Lined Bifocal | \$25 copay | Up to \$65 allowance |
| Lined Trifocal | \$25 copay | Up to \$85 allowance |
| Lenticular | \$25 copay | Up to \$65 allowance |
| Lens Enhancements / Options | | |
| Polycarbonate | \$0 (for children under 19) Up to \$40 copay max out-of-pocket cost (ages 19 and up) | N/A |
| Standard and Premium Progressives | \$25 copay | Up to \$65 allowance |
| Standard Anti-reflective | \$45 | N/A |
| Additional enhancements | 20% off retail | N/A |
| Contact Lenses Allowances (one pair or single purchase per calendar year) | | |
| Elective | Charges above \$200 | Charges above \$105 |
| Therapeutic (medically necessary) | \$0 | Charges above \$200 |
| Frames (one pair per calendar year) | Charges above \$200 ; you will get a 20% discount on amounts above \$200 | Charges above \$65 |
| Safety Eyewear³ (one pair per calendar year) | Charges over \$45 retail for safety frames permanently designated with a Z87-2 monogram and the manufacturer's trademark \$0 for prescription lenses (single vision, bifocal or trifocal, glass, plastic or polycarbonate materials with side shields) that meet ANSI standards for basic and/or high performance tests. | |

¹ Coverage may vary at participating discount retail and membership club optical locations, please contact Customer Service for specific coverage information.

² Out-of-network reimbursement will be the lesser of the listed amount or the actual cost from the out-of-network provider. In certain states, you may be required to pay the full retail rate and not the negotiated discount rate with certain participating providers. Please see the Cigna Vision Network serviced by EyeMed (eyedoclocator.eyemedvisioncare.com/cigna/en) to determine which participating providers have agreed to the discounted rate.

³ Safety eyewear coverage will not supersede any local site support for prescription safety glasses; Employees should work with local HR for prescription safety glasses needs first.

Income Protection

There are a few other benefit programs that you need to enroll in to have coverage.

Think about the lifestyle and income needs of you and your family as you consider these benefits.



Need Help Choosing Life Insurance?

Benefit Scout, Securian Financial’s online benefit decision tool, can help you learn more about your life insurance benefits. By answering a few simple questions about your family and finances, you can determine coverage that meets your needs and budget. Go to sdbenefitscenter.com/welcome and click on the Securian Financial tile.

Life and AD&D

Life and Accidental Death & Dismemberment (AD&D) coverage protects your income in the event of your death or a disability that prevents you from working. Your loved ones will have added financial security for medical bills, funeral costs and more.

You automatically receive Basic Life and AD&D coverage at no cost to you.¹ However, you will be taxed on the value of basic life coverage over \$50,000, as imputed income. You can choose to buy additional coverage—Supplemental Life and AD&D coverage—for yourself and eligible family members for an additional paycheck cost.

| | |
|--|---|
| Basic Life Insurance Basic AD&D Insurance (You automatically receive this coverage at no cost to you.) | 1.5x annual base pay², up to \$1 million |
| Supplemental Employee Life and AD&D | An amount that you elect, in \$50,000 increments—up to the lesser of 8x your annual base pay or \$1.5 million |
| Supplemental Spouse/ Domestic Partner Life and AD&D | \$25,000–\$250,000 in \$25,000 increments—up to 100% of Employee Supplemental Life coverage |
| Supplemental Child Life and AD&D | \$15,000 |

¹ If your Collective Bargaining Agreement (CBA) states a flat dollar amount of Basic Life and AD&D insurance, the CBA governs. Also, certain employees covered by a CBA are not eligible for Supplemental Life and AD&D insurance. Basic Life Insurance values over \$50,000 will be taxed as imputed income.
² The benefit is based on your annual base salary as of October 1 of the previous year. If you are not actively at work on January 1 of the current plan year, any change in life insurance coverage due to a salary increase will not take effect until you return to work in the plan year. For new hires, or newly eligible employees, base pay is your salary at time of hire rounded up to the nearest \$1,000. For enrollment thereafter, it is recalculated for the new plan year using base pay as of October 1 of the prior year.
³ Under current IRS rules, where disability benefits are paid for by both employer and employees, a portion of the benefit, equal to the portion of coverage cost paid for by the employer, or on a pre-tax basis, over the past three policy years, is taxable. This portion is determined by the employer.

Disability Insurance

Disability benefits protect your income if you are unable to work due to non-work related illness or injury. You receive some coverage automatically, at no cost to you, and have the choice to buy additional Long-Term Disability coverage.

Short-Term Disability (STD). STD lasts for up to 180 days. Benefits vary based on whether you are an hourly or salaried employee. For more information, refer to the SBD Benefits Center Welcome Site at sdbbenefitscenter.com/welcome.

Basic Long-Term Disability (LTD). Basic LTD replaces 40% of your income, up to \$15,000 per month. SBD pays for this coverage.

Buy-Up LTD. Buy-Up LTD replaces an additional 27% of your income in addition to Basic LTD, so you will have coverage for 67% of your income if you become disabled. You pay for coverage through paycheck contributions.

Pre-existing condition limitations may apply to both LTD options and coverage is subject to actively at work provisions. Benefits are not payable for any disability resulting from a pre-existing condition unless you have been in Active Service for a continuous period of 12 months where you have received no medical treatment, care or services in connection with the pre-existing conditions or you have been covered for at least 24 months after your most recent effective date of coverage.

Not Sure You Will Need Buy-Up LTD?

One way to think about it is how much coverage you would need if you became disabled and what the benefit would be with and without Buy-Up LTD.

For example, if your annual salary is \$45,000, your Basic Long-Term Disability benefit would be \$1,500 per month, and with Buy-Up LTD, your benefit would be \$2,512 per month.³ That is over \$1,000 more per month.



Go to sdbbenefitscenter.com/welcome for disability coverage cost details and more information.

Your Financial Well-being

We know that your financial well-being is an important part of your overall well-being, and SBD can help.

Employee Stock Purchase Plan

Eligible employees have the opportunity to purchase shares of the company's common stock using post-tax dollars at a minimum of a 15% discount, through payroll deduction, without brokerage fees or commissions.

ESPP has a defined enrollment period each year and an active election is required to participate. Changes after the close of the enrollment period are not permitted except to cancel. For more information, log on to MySBD at mysbd.stanleyblackanddecker.com > Benefits > Wealth, and scroll to the ESPP section.

LegalEASE Legal Insurance

LegalEASE legal insurance provides support and protection for unexpected personal legal issues. Network attorney fees are paid in full for most covered matters. You will have access to a national network of over 20,000 attorneys who are matched to your specific legal needs, including: home buying, selling, foreclosure and tenant disputes; debt collection, collections, contracts; traffic matters and license suspensions; divorce, adoption, name change; and estate planning and wills.

If you'd like this benefit, you must enroll during your enrollment period. For more information, visit legaleaseplan.com/sbd.

Find more information on financial wellness benefits by visiting MySBD at mysbd.stanleyblackanddecker.com and search for these programs and more:

- Children's Scholarship Program
- Educational & Tuition Assistance Program
- Helping Our Makers in Emergencies (HOME) Program
- MyGiving & Benevity

Other Benefits to Support You

Enroll in or use these programs at any time.

Parking and Transit

Use pre-tax income to save on qualified mass-transit, vanpooling and parking expenses. You can contribute from \$1 to the IRS maximum. Visit benefitslogin.wexhealth.com to enroll.

Online Employee Store

As a Stanley Black & Decker employee, you can get significant discounts on hundreds of SBD products by shopping on SBD Online, all with free shipping to anywhere in the U.S. Visit employee.store.stanleyblackanddecker.com. If you have questions regarding SBD Online, or for assistance placing orders, contact onlineemployee@sbdbenefits.com.

Principal® Milestones

Principal® Milestones can help you prioritize your goals and make more informed decisions by giving you access to financial resources in one convenient place at no additional cost to you. You may also create your own legal documents through ARAG without an attorney. Visit principal.com/milestones to get started.

Mercer SmartConnect

Free access to Medicare resources, guidance and enrollment services to our Medicare-eligible employees. Call **1-877-374-2705** (TTY: 711) or visit gps.smartmatch.com/mercer.

Makers' Marketplace

Select coverage that fits your needs and pay for coverage through payroll deductions. Plus, access discounted products and services. Visit sbdbenefits.com to learn more about these benefits and enroll at any time.¹

- Auto, home, pet insurance (including coverage for exotic pets in certain states) and ID theft protection with negotiated group rates.
- Life Insurance with Long Term Care for greater security for your family. You will have a one-time opportunity as a new hire for guaranteed acceptance of the Life Insurance with Long Term Care benefit—no health questions required up to \$150,000 of Life Insurance for 30 days following your date of hire.

IonTuition

IonTuition is a financial wellness service available to all U.S.-based employees and their families to help manage the repayment of federal and private student loans. Visit sbdbenefits.com/welcome for more information or visit MySBD > Benefits > Well Being > Financial Health and click on the IonTuition tile. You may also call **1-855-456-2656** to register and get started.

SBD Online Merchandise Store

Wear your company pride on your sleeve...and on your water bottle, hat or backpack. The merch.stanleyblackanddecker.com website is your go-to source for branded apparel and accessories. Contact Lucy.Renteria@sbdbenefits.com for any questions related to SBD branded merchandise.

¹ Certain eligibility requirements and program restrictions apply for voluntary benefits. Shopping discounts vary and are subject to change without prior notice.

Benefits for Your Future

Retirement Account Plan

We want you to have the peace of mind now for your future. That is why we offer the Retirement Account Plan (401(k)) with choice and flexibility in how you save.



Find more information the Retirement Account Plan and other Principal resources by visiting MySBD at mysbd.stanleyblackanddecker.com > Benefits > Wealth.

How It Works:

You Contribute

You can start contributing to the Retirement Account Plan on the first of the month following your date of hire. You can choose to contribute from 1% to 25%¹ of your eligible pay as a pre-tax, after-tax or Roth deferral, or a combination of these options as long as you do not exceed a total contribution of 25% of your pay per pay period.

If you do not make an election, you will automatically be enrolled in pre-tax deductions at a rate of 3%, which will begin approximately 45 days after eligibility. Contributions are deducted from your pay throughout the year, and can be started, stopped or changed at any time.

Catch-up Contributions: If you turn age 50 or older during the year, you can make additional “catch-up” contributions up to the applicable IRS annual catch-up limit. Catch-up contributions are not eligible for the SBD match.

SBD Contributes

SBD provides a 50% match on the first 7% of eligible pay you contribute per paycheck on a pre-tax or Roth basis.

You Invest

The Retirement Account Plan offers a range of investment fund options, including Stanley Black & Decker stock. Plan investment fund information will be mailed to you after your employment begins, or you may find information on **principal.com**. If you do not make an investment election, your contributions will be invested 100% in a target retirement fund based on your date of birth and anticipated age 65 retirement date.

¹ Special rules apply for Highly Compensated Employees as defined by the Plan.

Rollover Contributions

If you receive an eligible distribution from a prior employer's retirement plan, you may "roll over" the distribution to your Retirement Account Plan.

To complete a rollover:

- Follow the instructions on **principal.com** or call the Principal Contact Center at **1-800-547-7754**.
- Use the Principal app for a paperless transaction.

Rollover contributions are not eligible for the SBD match.

Find Out More

For more information about the Retirement Account Plan, visit **principal.com** or call the Principal Contact Center at **1-800-547-7754**.

The first time you access your account online, you will use your name, date of birth and phone number or Social Security Number and ZIP code if you do not have a phone number in your name.



Check Your Beneficiaries

Protect your loved ones by naming beneficiaries for your life and AD&D insurance and the Retirement Account Plan.

For life insurance, to name your beneficiary, head to the Stanley Black & Decker Benefits Center Enrollment Site and select home page > Main Menu > Your Profile > Your Beneficiaries, or call **1-800-795-3899**.

For the Retirement Account Plan, call **1-800-547-7754** or go to **principal.com**, then:

- Select the "Overview" tab from the top navigation menu
- Select Beneficiaries

If you enroll in a Health Savings Account (HSA), remember to designate a beneficiary for your spending account through HSA Bank. Log into your **myCigna.com** account to connect to the HSA Bank Customer website to designate a beneficiary.



Contributions

You and SBD share the cost for your health care coverage, with the company paying most of the cost.

Weekly Costs¹

| ANNUAL BASE PAY ³ | Employee Only | | | | Employee + Spouse/DP ² | | | | Employee + Child(ren) | | | | Employee + Family | | | |
|---------------------------------|---------------|---------|---------|------------|-----------------------------------|---------|----------|------------|-----------------------|---------|---------|------------|-------------------|----------|----------|------------|
| | HSA | | OAP | | HSA | | OAP | | HSA | | OAP | | HSA | | OAP | |
| | BASIC | PLUS | BASIC | LOCAL PLUS | BASIC | PLUS | BASIC | LOCAL PLUS | BASIC | PLUS | BASIC | LOCAL PLUS | BASIC | PLUS | BASIC | LOCAL PLUS |
| Medical | | | | | | | | | | | | | | | | |
| Less than \$50,000 | \$5.77 | \$29.08 | \$36.92 | \$22.15 | \$46.62 | \$75.69 | \$95.54 | \$57.23 | \$30.46 | \$49.38 | \$62.54 | \$37.62 | \$59.08 | \$96.00 | \$121.38 | \$72.92 |
| \$50,000–\$100,000 | \$8.77 | \$31.38 | \$39.69 | \$23.77 | \$54.46 | \$81.92 | \$102.69 | \$61.62 | \$35.77 | \$53.31 | \$66.92 | \$40.15 | \$69.23 | \$103.38 | \$130.15 | \$78.23 |
| More than \$100,000 | \$11.08 | \$33.23 | \$42.23 | \$25.38 | \$61.15 | \$87.00 | \$109.62 | \$65.77 | \$39.92 | \$56.54 | \$71.54 | \$42.92 | \$77.54 | \$110.08 | \$139.15 | \$83.54 |
| Dental | | | | | | | | | | | | | | | | |
| Cigna DHMO | | \$1.62 | | | | \$3.46 | | | | \$3.23 | | | | \$6 | | |
| Cigna Dental PPO Basic | | \$3 | | | | \$6.69 | | | | \$5.77 | | | | \$11.08 | | |
| Cigna Dental PPO Plus | | \$4.15 | | | | \$9.46 | | | | \$8.54 | | | | \$15.69 | | |
| Vision | | | | | | | | | | | | | | | | |
| Cigna | | \$1.52 | | | | \$2.88 | | | | \$3.01 | | | | \$4.43 | | |

¹ Costs are for tobacco-free users. There is a \$50 additional required monthly contribution for tobacco/smoking use (applies if any covered family members are tobacco users). If you are paid weekly, your paycheck deductions will be based on your weekly pay frequency. The tobacco surcharge may be removed upon completion of participation requirements in Quit For Life on Rally Coach program. If you are eligible for the Kaiser medical option, your rates are included with this guide. For HMSA rates, visit the SBD Benefits Center Enrollment Site.

The amount you contribute depends on the coverage you choose, the number of people you cover and whether or not you, or a covered dependent, are a tobacco user. For medical coverage, your contribution amount is also determined by your base pay.

You pay for medical, dental and vision with pre-tax money. That means the money used to pay for these benefits is deducted from your pay before Social Security, federal and, in most cases, state and local taxes are withheld.

Monthly Costs¹

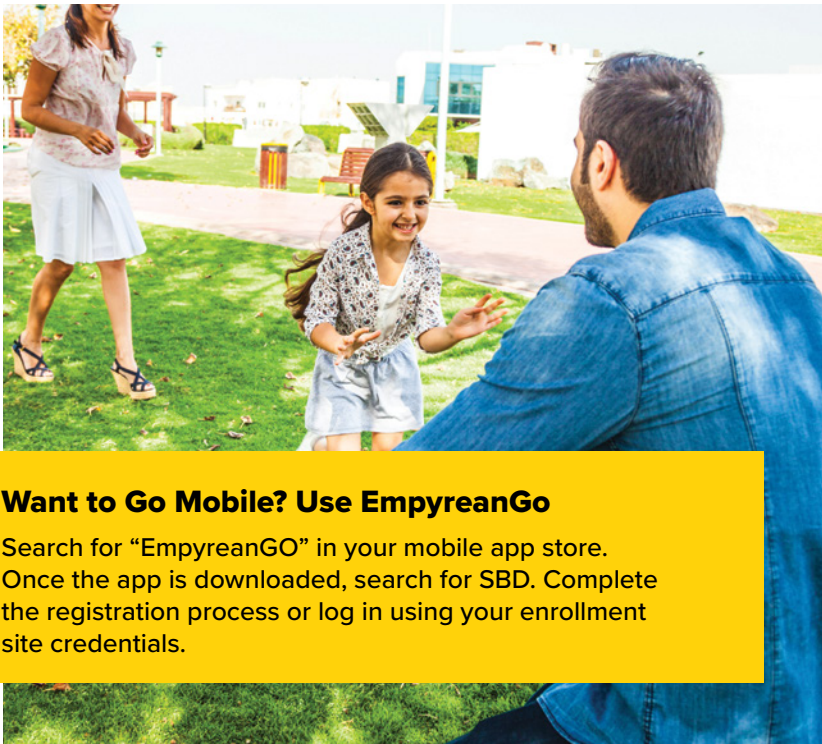
| ANNUAL BASE PAY ³ | Employee Only | | | | Employee + Spouse/DP ² | | | | Employee + Child(ren) | | | | Employee + Family | | | |
|---------------------------------|---------------|-------|-------|------------|-----------------------------------|-------|-------|------------|-----------------------|-------|-------|------------|-------------------|-------|-------|------------|
| | HSA | | OAP | | HSA | | OAP | | HSA | | OAP | | HSA | | OAP | |
| | BASIC | PLUS | BASIC | LOCAL PLUS | BASIC | PLUS | BASIC | LOCAL PLUS | BASIC | PLUS | BASIC | LOCAL PLUS | BASIC | PLUS | BASIC | LOCAL PLUS |
| Medical | | | | | | | | | | | | | | | | |
| Less than \$50,000 | \$25 | \$126 | \$160 | \$96 | \$202 | \$328 | \$414 | \$248 | \$132 | \$214 | \$271 | \$163 | \$256 | \$416 | \$526 | \$316 |
| \$50,000–\$100,000 | \$38 | \$136 | \$172 | \$103 | \$236 | \$355 | \$445 | \$267 | \$155 | \$231 | \$290 | \$174 | \$300 | \$448 | \$564 | \$339 |
| More than \$100,000 | \$48 | \$144 | \$183 | \$110 | \$265 | \$377 | \$475 | \$285 | \$173 | \$245 | \$310 | \$186 | \$336 | \$477 | \$603 | \$362 |
| Dental | | | | | | | | | | | | | | | | |
| Cigna DHMO | \$7 | | | | \$15 | | | | \$14 | | | | \$26 | | | |
| Cigna Dental PPO Basic | \$13 | | | | \$29 | | | | \$25 | | | | \$48 | | | |
| Cigna Dental PPO Plus | \$18 | | | | \$41 | | | | \$37 | | | | \$68 | | | |
| Vision | | | | | | | | | | | | | | | | |
| Cigna | \$6.59 | | | | \$12.46 | | | | \$13.06 | | | | \$19.18 | | | |

² Coverage of domestic partners and their children will be subject to additional costs resulting from taxation of the company-paid benefit (e.g., imputed taxable income).

³ Your annual base pay as of your start date.

How to Enroll

Enroll within 31 days of your hire date to ensure you have the coverage that you and your family need.



Want to Go Mobile? Use EmpyreanGo

Search for “EmpyreanGO” in your mobile app store. Once the app is downloaded, search for SBD. Complete the registration process or log in using your enrollment site credentials.

You have options when you are ready to enroll:

Visit

sbdbenefitscenter.com/welcome

and click “Enroll here.” Once on the Enrollment Site, if you have any questions, you can use the Secure Inbox Messaging feature at any time. Responses are provided within two business days.

Log in to MySBD

(mysbd.stanleyblackanddecker.com). Once on the site, simply click on the yellow “MySBD Log In” button and the system will automatically log you in if you are on the SBD network, or it will prompt you for your SBD Access Account (network account) username (example, JMS0101) and password if you are at home on a personal device or not on the SBD network. Select My Benefits from the quick actions bar on the homepage for single sign-on to the Enrollment Site.

Call

the SBD Benefits Center

at **1-800-795-3899**, 8am-8pm ET, Monday–Friday.

You must choose these benefits during your enrollment period if you want them for 2024:

- Medical
- Supplemental Health Benefits (Accidental Injury, Critical Illness & Hospital Care)
- Dental
- Vision
- Legal Insurance
- Flexible Spending Accounts (Health Care, Limited Purpose Health Care and Dependent Day Care)
- Health Savings Account contributions. HSA contributions may also be added or changed at any time throughout the Plan year.

You cannot make any changes to your benefit elections until next year's Annual Enrollment unless you experience a qualified life event during the year such as marriage, divorce or birth of a child. You have 31 days after the qualified life event to make changes to your coverage.

Special Initial Enrollment Opportunity: Supplemental Life and AD&D Insurance

During your enrollment period, you have a special opportunity to enroll for Guaranteed Issue Supplemental Life and AD&D insurance for yourself, your spouse/domestic partner and your dependent children. (You must enroll in Supplemental Employee Life and AD&D in order to enroll your spouse/domestic partner.) That means you will only need to provide Evidence of Insurability (EOI) if you elect Supplemental Employee Life or AD&D Insurance over the lesser of 3x your base pay or \$1,000,000 or if you elect more than \$50,000 in Supplemental Spouse/Domestic Partner Life or AD&D insurance. After your initial enrollment period, any future increases to coverage will require EOI.

What Happens if You Do Not Enroll?

If you do not enroll, you will not have benefits coverage (beyond core benefits) in place for the Plan year. You will not have an opportunity to change or enroll in coverage until next year's Annual Enrollment, unless you have a qualified life event and report it to the SBD Benefits Center within 31 days of the event.

After You Enroll

If you enroll through the Stanley Black & Decker Benefits Center by midnight ET on Thursday, your eligibility data will be sent to the carriers on Friday. Carriers typically take 24-48 hours to update their systems with your enrollment data.

Receive ID cards

You will receive ID cards if you enroll in medical, DHMO dental or vision coverage. Dental ID cards are not provided for the Dental PPO options; tell your dentist that you are covered by Cigna. They may need your Social Security Number or your subscriber ID (if you have a medical ID card). ID cards are mailed to you in approximately two to three weeks following enrollment.

Once you enroll in a Cigna medical option and your coverage is effective, you can access **myCigna.com** by creating a user ID and password. You can take a health assessment, search for participating network providers and set communications preferences. Once your coverage becomes effective, visit **myCigna.com** or the myCigna app for your digital ID card, which you can access from anywhere.

Get confirmation

You will either receive a mailed confirmation statement or an email acknowledgment, based upon your notification preferences, of your enrollment elections. Be sure to review your statement and your paycheck contributions to ensure proper benefits and contributions are reflected. If any information is not accurate, you have 10 days after the confirmation date to call the SBD Benefits Center at **1-800-795-3899**.

Have Questions? We've Got Answers.

Choosing the right care for you and your family can be a big decision. We get it. So, if you have questions as you think about your choices, here's where you can go for more information.

1

SBD Benefits Center

sdbenefitscenter.com/welcome

Find comprehensive benefits information and well-being programs available to you to support your health and safety, at work and at home. Find documents, tools to help you make your decisions, benefits videos and more. Plus, you can link to the Enrollment Site to make your benefit elections.



2

SBD Benefits Center Enrollment Site

sdbenefitscenter.com
(or SSO through MySBD > Quick Links > MyBenefits)

It's your first point of contact if you wish to enroll in SBD benefit coverage or need to make benefit changes due to a qualifying life event. If you have any questions regarding enrollment, call **1-800-795-3899**, Monday through Friday, 7 a.m. to 7 p.m. CT.

Still have questions?

If you have questions about specific benefits as you make your enrollment choices, here's where you can find out more.

ALEX

Decision support

start.myalex.com/sbd

ALEX helps you consider which options will be the best fit for you and your family based on your anticipated health care needs.

Benefit Scout

Decision support

securian.com/sbd-insurance

Benefit Scout from Securian Financial can help you choose the right life insurance coverage for you and your family.

Cigna

Medical, dental and vision

1-800-243-3280

Call to discuss coverage questions and/or check to see if providers are in the network.

- **Medical networks:** Basic HSA, Plus HSA and OAP: Open Access Plus w/Carelink; LocalPlus OAP: LocalPlus
- **Dental networks:** Basic PPO and Dental Plus PPO: Advantage Dental PPO; DHMO: Dental Care Access Plus (DCAP)
- You can also check if providers are in-network at **Cigna.com**. Click on "Find a Doctor" and search using your provider name and the network.
- **Vision network:** Visit **eyedoclocator.eyemedvisioncare.com/cigna/en**

LegalEASE

Legal insurance

legaleaseplan.com/sbd

1-800-248-9000

Find more information on our legal plan. Reference Stanley Black & Decker when you call.

WEX

FSA, DCFSA and Commuter Spending Accounts

1-844-561-1337

For assistance on choosing the FSA, DCFSA and Commuter benefits for you.

Supplemental Health Benefits

Accidental Injury, Critical Illness and Hospital Insurance

1-800-351-9214

Call to find out more about the supplemental health benefits that might be right for you.

Ready to enroll?

Log in to **MySBD**

(**mysbd.stanleyblackanddecker.com**).

Once on the site, simply click on the yellow "MySBD Log In" button and the system will automatically log you in if you are on the SBD network, or it will prompt you for your SBD Access Account (network account) username (example, JMS0101) and password if you are at home on a personal device or not on the SBD network. Select My Benefits from the quick actions bar on the homepage for single sign-on to the enrollment site.



More Benefits

Time Off

Whether you are welcoming a new addition to your family or just need some time to relax, you can take time off. Stanley Black & Decker recognizes 12 paid holidays, and eligible employees earn paid time off monthly.

While You Are Traveling

Global Guardian provides 24/7 comprehensive travel, security and medical resources when you are traveling abroad on company business to help keep you safe.



New Parent Benefits

Paid Parental Leave

Paid Parental Leave gives you time to bond with your newborn or adopted child, without worrying about loss of pay or benefits. If you have accumulated one year of continuous service and you qualify, you have up to six months from the date of the birth or adoption to take the four-week leave. For eligible birthing mothers, the four weeks of Paid Parental Leave is in addition to the eight weeks provided through the special maternity benefit noted above. Learn more on the SBD Benefits Center Welcome Site.

Adoption Assistance and Foster Parent Allowance

If you legally adopt a child, we'll reimburse you up to \$5,000 to help offset agency charges, legal fees and transportation expenses associated with the adoption process. You are eligible for this taxable benefit if you are an active, non-bargaining employee and have completed 31 days of continuous service at participating locations. You will receive the reimbursement after the adoption is final. Foster parents who legally adopt their foster child can receive a benefit as well. For more information about Stanley Black & Decker's adoption benefit or foster parent allowance, go to the SBD Benefits Center Welcome Site.

Our Commitment to Diversity, Equity and Inclusion (DE&I)

We believe a thriving, inclusive workplace is foundational to our success.

That's what attracts and amplifies the talents, perspectives and experiences of all our people, and it's who we strive to be. Our DE&I vision remains the same: to cultivate a thriving, inclusive workplace that amplifies the talents, perspectives, and experiences of all employees. Our unwavering focus on DE&I guides our strategies and actions which is why we count DE&I among our foundational commitments.



Employee Resource Groups

To advance our inclusive culture, we've supported the creation of nine employee resource groups (ERGs), which maintain countless chapters globally. ERGs are formed around various dimensions of diversity, but we encourage all employees to participate across groups. Our ERGs are engaged with executive sponsors, members, allies and external partners to ensure a deep sense of pride, passion and belonging. For more information on DE&I, including ERGs, check out Our Inclusive Culture page at stanleyblackanddecker.com.

Our Integrity Helpline

If you have a concern about a possible violation of our Code or global policies, it is your responsibility to report it. Voicing your concerns does more than address a single issue, it often leads to positive organizational changes and a better work environment.

The Integrity Helpline can be used to report any work issue including discrimination, harassment, health & safety issues, conflicts of interest, fraud, bribes, inappropriate gifts, or any behavior that does not align with our values or that may be against the law. It is confidential and you may remain anonymous if you choose.

Call the 24/7 U.S. Helpline at **1-800-461-9330**

Or report online at integrity.sbdinc.com



Contacts

SBD Benefits Center

1-800-795-3899 M-F, 8-8 ET

Log in to MySBD

(mysbd.stanleyblackanddecker.com)
and select My Benefits from the quick actions bar

SBD Benefits Center

Welcome Site:
sdbbenefitscenter.com/welcome

Care for Business

Work/life services and perks

1-866-814-1638

MySBD, select Care for Business from the Pinned Apps for an integrated single sign-on experience or visit **sbd.care.com**

Cigna

Medical, Health Savings Account (HSA), Prescription, Dental, Vision, Behavioral Health and Health Coaching

1-800-243-3280

Home Delivery Pharmacy:

1-800-835-3784

myCigna.com

Virtual Care through MDLIVE:

1-888-726-3171

Access MDLIVE on **myCigna.com** and click on Talk to a doctor, or on the myCigna app

Cigna Supplemental Health Benefits

Critical Illness, Accidental Injury and Hospital Care Insurance

1-800-754-3207

Pre-enrollment line:

1-800-351-9214

supphealthclaims.com

Cigna Healthy Pregnancies, Healthy Babies

1-800-615-2906

ComputerShare

Employee Stock Purchase Plan

1-866-228-9623

www-us.computershare.com/employee

Global Guardian

1-703-566-9463

globalguardian.com

HealthEquity | WageWorks

COBRA and direct billing

1-866-747-0039

mybenefits.wageworks.com

HMSA

Medical/Rx for Hawaii residents

1-800-776-4672 (press 5)

hmsa.com

IonTuition

Student loan repayment management tools

1-855-456-2656

portal.iontuition.com/sbd

Kaiser

Medical/Rx for California residents in a Kaiser-eligible ZIP code

Main:

1-800-464-4000

Enrollment Services:

1-800-324-9208

Away from Home:

1-951-268-3900

kp.org/thrive

LegaleASE

Legal Insurance

1-800-248-9000

Reference Stanley Black & Decker when calling

legaleaseplan.com/sbd

Livongo by Teladoc Health

Chronic condition management for diabetes, hypertension and pre-diabetes

1-800-945-4355

join.livongo.com/sbd-cigna/register

Code: SBD-Cigna

Makers' Marketplace, powered by Corestream

Voluntary benefits and discount shopping

1-860-770-6639

sbdinc.corestream.com

Maven

Fertility and family building

mavenclinic.com/join/SBD or download the **Maven Clinic app**

Mercer SmartConnect

For actively working Medicare-eligible employees

1-877-374-2705 (TTY: 711)

M-F, 7:30am–5pm CT

gps.smartmatch.com/merc

**My Medical Ally,
powered by Alight**

Your medical ally and Surgery
Decision Support

1-888-361-3944

mymedicalally.alight.com
Code: SBD

**New York Life Group
Benefits Solutions**

Disability (STD/LTD/FMLA)

1-888-842-4462 or
1-866-562-8421 (Español)

mynylgbs.com

Principal

Retirement Account Plan (401(k))

1-800-547-7754

M-F, 8am–10pm ET

principal.com

**Quit For Life on
Rally Health**

Tobacco cessation program

1-866-QUIT-4-LIFE (784-8454)

quitnow.net

Rx Savings Solution

1-800-268-4476

TTY 1-800-877-8973

1-800-917-5572 (español)

myrxss.com

Securian Financial

Life & AD&D Insurance

Medical Underwriting:

1-800-872-2214

Claims:

1-888-658-0193

securian.com/sbd-insurance

SupportLinc by CuraLinc

(Employee Assistance Program)

888-508-1170

sbdsupportlinc.com

Group code: sbd

The Work Number

Employee Proof of Employment or
Income Assistance for Mortgages/
Loans Proof of Employment

1-800-367-5690

Proof of

Employment & Income:

1-800-367-2884

theworknumber.com

Employer Code: 10761

**Torchlight, by
LifeSpeak Inc.**

Parenting and caregiving solution

sbd.torchlight.care

WEX

Flexible Spending
Accounts & Commuter Benefits

Enrollment Assistance:

1-844-561-1337

Participant Services:

1-866-451-3399

Submit a form:

benefitslogin.wexhealth.com/login

WW (Weight Watchers)

1-866-204-2885

sbd.ww.com

Company ID: 12157,

Passcode: WW12157



Annual Legal Notices

Stanley Black & Decker is required to provide you with annual legal notices concerning your rights under your health and group plans. For copies of these notices, please visit sdbbenefitscenter.com/welcome and search for “Legal Notices.”

Voluntary Self Identification of Disability Form

Stanley Black & Decker does business with the government and is required to provide equal opportunity to qualified people with disabilities. To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing a form online is voluntary, but we hope that you will choose to fill it out. Your answer will not be used against you in any way. To access the form on MySBD, search using keywords “Disability Status.”

Please note: This guide provides general benefit plan and enrollment information only. For specific details, conditions and exclusions, please refer to the plan documents. If there is a discrepancy between this Guide and the Summary Plan Descriptions (SPDs), the SPDs will govern. The SPDs are available on sdbbenefitscenter.com. This guide serves as a summary of material modifications (SSM) and/or a Summary of Material Reductions (SMR) and provides general benefit plan and enrollment information only. Summaries of Benefits and Coverage (SBCs) for 2024 are also available on the SBD Benefits Center Welcome Site.

Note that if you opt out of coverage through Stanley Black & Decker and are not covered elsewhere, you may be subject to the Affordable Care Act (ACA) penalty when filing your taxes. Additionally, receipt of this Guide does not guarantee employment or benefits eligibility with Stanley Black & Decker. The company expects to continue these plans but reserves the right to terminate, suspend, withdraw, amend or modify the plans at any time, with or without notice. Your Collective Bargaining Agreement (CBA) outlines your benefits eligibility and coverage provisions.