

Prescription Drug Administrator Transition FAQ

Below you will find a list of frequently asked questions regarding the upcoming transition of prescription drug coverage from Express Scripts to CVS/Caremark (“Caremark”), effective January 1, 2026.

These questions and answers are intended to help you navigate the change and ensure a smooth continuation of your prescription benefits.

1. Which medical plans will be transitioning from Express Scripts to Caremark?

Beginning January 1, 2026, Caremark will be the new administrator of the prescription coverage for Sony’s Consumer Choice Plan, PPO, and EPO plans, including mail order pharmacy services.

Kaiser will continue to manage its prescription drug coverage. Kaiser enrollees are not impacted by this change.

2. What enhancement will I receive because of the change to Caremark?

Sony Pictures regularly reviews our benefit partners to make sure you, your family, and the company receive the highest level of service, while managing increasing healthcare costs. This change from Express Scripts to Caremark is guided by our commitment to quality and value.

With the transition to Caremark, which is part of the same parent company as Aetna (CVS Health), we’re excited to enhance your benefits experience starting in 2026. This partnership brings several important improvements:

- One combined medical and pharmacy ID card: You’ll receive a single card for both your medical and prescription drug coverage, making it easier to manage your healthcare needs. More information about this can be found below.
- One call center for all questions: A single customer service center will be able to help you with both medical and pharmacy questions and can provide holistic support on your healthcare needs, including access to nurse care management and Aetna care management programs, all on one integrated platform.
- Greater flexibility with specialty and maintenance medications: You will have the option to refill maintenance medications either at a CVS, Kroger, or Costco retail pharmacy or through CVS Caremark Mail Service Pharmacy. Specialty medications must be filled at your local CVS pharmacy or CVS Caremark Mail Service Pharmacy. Previously, the majority of these medications had to be filled through mail order with Accredo, so this

gives you more choices and convenience. More information about this can be found below.

These enhancements are designed to deliver a better, more seamless experience—from how you access your benefits to the support you receive for your health needs. You can learn more about Caremark at <https://caremarkrxplaninfo.com/SPE>.

3. Will I get a new ID Card?

As part of the transition to Caremark, if you are enrolled in an Aetna medical plan, you will now have one combined ID card for both your Aetna and Caremark coverage (instead of one card for medical and one card for prescription drug benefits). This new convenient card will be mailed to your address in Workday in advance of January 1, 2026. Digital copies of your combined ID card will also be available for download on the aetna.com website or the Aetna mobile app beginning December 19, 2025.

As a result of this new ID card, please make sure to update your and your dependent's insurance information on file with your doctors and pharmacies as your ID number may change.

4. Do I have to fill my prescription drugs at a CVS pharmacy?

Through Caremark, you have access to both CVS and non-CVS retail pharmacies (e.g., Walgreens, Duane Reade, and other pharmacies) for your immediate prescription needs. You can receive up to a thirty (30) day supply of prescription medications at a participating retail pharmacy. Visit Caremark's pre-enrollment website at <https://caremarkrxplaninfo.com/SPE> to view a list of participating pharmacies in your area.

If you have a health condition that requires the use of medication on an ongoing basis, you will need to order your maintenance medications through either:

- CVS Caremark Mail Service Pharmacy
- OR
- a CVS, Costco, or Kroger retail pharmacy location.

If you do not use either CVS option after three (3) fills at retail, you will pay 100% of the cost of the medication. For specialty medications, you must fill your prescription at a CVS retail pharmacy or through CVS Caremark Mail Service Pharmacy. If you have any remaining mail-order refills with Express Scripts, Accredo, and/or Freedom Fertility as of January 1, 2026, Express Scripts will automatically transfer your prescriptions to Caremark so you can refill those prescriptions without interruption.

5. Are there any changes to the plan's covered drugs (formulary)?

Like Express Scripts' annual formulary updates, changes to the list of covered medications (formulary) are expected, and a similar number of drugs will be impacted by the transition from Express Scripts to Caremark as in previous years.

While Sony Pictures will continue to cover diabetes and weight loss GLP-1 medications for individuals that meet certain clinical guidelines, Zepbound is not included on Caremark's formulary. If you are currently prescribed Zepbound, you will need to transition to Wegovy in order to maintain continuous GLP-1 coverage.

If you are taking an impacted drug, Caremark will contact you directly by mail at your home address in Workday. In the meantime, visit Caremark's pre-enrollment website on or after October 10, 2025 at <https://caremarkrxplaninfo.com/SPE> to confirm a list of covered drugs.

Please check before the drug is purchased to make sure it is covered on the formulary, as the formulary will change periodically, including mid-year. Certain drugs, even if covered on the formulary, will require prior authorization in advance of receiving the drug. Other formulary-covered drugs may not be covered under the plan unless an established protocol is followed first; this is known as step-therapy. As with all aspects of the formulary, these requirements may also change from time to time.

6. What options are available to me if my drug is no longer covered under the Caremark formulary?

As part of the transition from Express Scripts to Caremark, if you are currently taking a medication that is affected by a change in the covered drug list (formulary), you will be allowed to continue filling your current prescription for the first 90 days following January 1, 2026 (i.e., until April 1, 2026). This transition period is designed to give you time to consult with your healthcare provider and determine the best course of action for your ongoing treatment. After this 90-day window, if your medication is excluded from the Caremark formulary and you choose to fill this prescription, it will no longer be covered under the plan.

If there is a medically-supported reason that you must remain on your current medication, you have the option to file a clinical appeal with Caremark starting January 1, 2026. Should your clinical appeal be approved, your medication will continue to be covered under the plan.

Please note that Sony Pictures does not review or influence the outcome of clinical appeals. All reviews are conducted solely by Caremark's clinical experts, who will carefully assess your case based on medical necessity before rendering a decision.

If you would like to request a clinical appeal or have questions about this 90-day transition, please contact Caremark at 1-888-385-1053.

7. Will my physician need to submit any prior authorizations or step therapy information?

It depends. If you are currently taking a prescription drug that is subject to prior authorization (PA) or step therapy (ST) with Express Scripts and is also subject to PA/ST with Caremark, Caremark will honor any valid PA/ST approvals. However, many of Express Scripts PAs expire after a certain time-period (most commonly 12 months). Once your PA expires, it will need to be recertified by Caremark in order to continue to receive the medication.

If your prescription drug is not currently subject to a PA/ST with Express Scripts or you take a new prescription, your physician will need to provide Caremark with additional information in order to be covered under the plan.

If you have questions, please contact Caremark at 1-888-385-1053.

8. Are there any changes to the prescription drug plan's copays or coinsurance?

No, the generic, preferred, and non-preferred copays and coinsurance for retail and mail-order drugs (including 90-day refills at CVS, Costco, or Kroger retail pharmacy locations) will not change as a result of the change to Caremark. However, a small number of drugs will change from preferred to nonpreferred as a result of the transition. More information about copays and coinsurance can be found in the 2026 Benefits Guide, which can be accessed at <https://benefits.sonypictures.com>.

9. What action do I need to take if I am enrolled in the SaveOn Program?

If you take certain specialty medications, you may currently take part in the SaveOn program that pays your copay, which means you'll get these medications at no charge.

Caremark offers a similar program through their partner, PrudentRx. If you or one of your dependents qualifies, Caremark will contact you or that family member with information on how to enroll in the PrudentRx program.

You must enroll in the PrudentRx program, even if you previously enrolled in SaveOn in order to continue to receive your medication at no charge.

10. Will my prescription drug history transition over to Caremark?

As part of the transition process, your recent prescription drug history will be visible in the Caremark member portal. If you have any remaining mail-order prescriptions at Accredo

and/or Freedom Fertility, Express Scripts will automatically transfer the prescription to Caremark. This will allow you to easily refill the prescription at CVS Caremark Mail Service Pharmacy or a retail CVS Pharmacy location beginning January 1, 2026. Please see the above questions for more information.

For further prescription drug history information, it is recommended that you refer to Express Scripts account. As long as you have setup a username and password in the Express Scripts portal, you will continue to have access to your Express Scripts member portal at express-scripts.com until December 31, 2027, under most circumstances. During this time, you can log into your Express Scripts account and review your previous prescription drug claims history.

11. What resources are available to me if I have additional questions?

More information about Caremark's prescription drug services can be found at <https://caremarkrxplaninfo.com/SPE>.

For your convenience, both Aetna and Caremark share the same toll-free number: 1-888-385-1053. If you have any questions regarding the prescription drug program, call this number and an Aetna Concierge will be available to assist and guide you through your options.

This FAQ provides the highlights of the benefits offered through Sony Pictures and does not describe many of the features, provisions, limitations, and exclusions of the plans. If there is any conflict or inconsistency between this FAQ and the plan documents or contracts, the documents and contracts will govern. Sony Pictures reserves the right to change or discontinue these benefits at any time for any reason. Participation in the benefits program does not create or imply an employment contract with Sony Pictures.