



A BRAND NEW YEAR FOR YOUR BENEFITS

SONY PICTURES
ENTERTAINMENT
2027 BENEFITS GUIDE

SUIT UP: HERE’S WHAT’S INSIDE

ENROLLMENT

Overview 3

HEALTH

Medical 7

Prescription Drugs 11

Aetna Resources 12

Dental 15

Vision 16

Tax Savings Accounts 18

Mental Health 20

PROTECTION

Life Insurance & AD&D 21

Short-Term & Long-Term Disability 23

Long-Term Care Coverage 24

Accident & Hospital Indemnity 25

RETIREMENT SAVINGS

401(k) Plan 26

PERSONAL SUPPORT

Caregiving 27

Financial & Legal Resources 29

Additional Benefits 31

Pet Protection 32

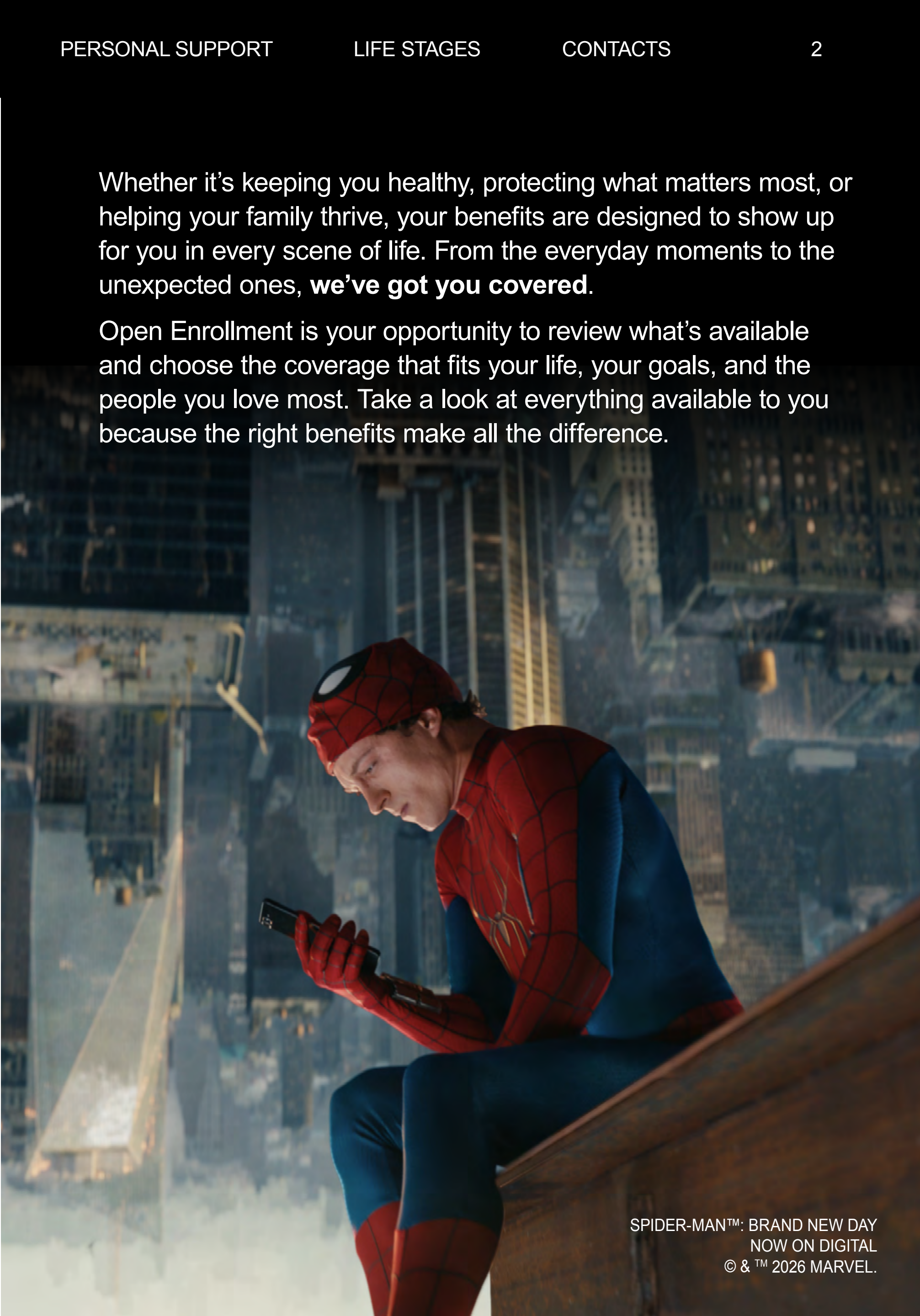
LIFE STAGES

Scenarios 33

CONTACTS

Benefits Contacts 35

This is a summary of certain Sony Pictures benefits. Not all employees are eligible for all the benefits described in this guide. When you visit the Sony Pictures Benefits Center website, you'll see only the benefits available to you. In the event of a conflict between this summary and any benefit's official plan document, the official plan document will control. Reach out to spe_benefits@spe.sony.com to request a copy of the plan document. [View important legal notices.](#)



Whether it’s keeping you healthy, protecting what matters most, or helping your family thrive, your benefits are designed to show up for you in every scene of life. From the everyday moments to the unexpected ones, **we’ve got you covered.**

Open Enrollment is your opportunity to review what’s available and choose the coverage that fits your life, your goals, and the people you love most. Take a look at everything available to you because the right benefits make all the difference.

ENROLLMENT

SECTION CONTENTS

Overview 3



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ENROLLMENT | OVERVIEW

WITH GREAT BENEFITS COME GREAT CHOICES

YOU (SONY PICTURES EMPLOYEE)

You’re eligible for the benefits described in this guide if you’re:

- A regular full-time, non-union employee working in the United States, and
- Regularly scheduled to work at least 20 hours per week over a five-day workweek.

Proof of dependent eligibility

Sony Pictures Benefits Center will request copies of appropriate documentation to verify your dependent’s eligibility. You must also provide each dependent’s Social Security Number, which is required by the Affordable Care Act so Sony Pictures can properly report your coverage.



YOUR CHILD(REN)

Your child(ren) are eligible if they’re:

- Your biological children, stepchildren,¹ legally adopted children, children for whom you are a legal guardian, or children of your legally married spouse or your domestic partner;¹ and
- Up to age 26 and meet the program’s definition of an eligible dependent, regardless of full-time student status, through the end of the month in which they turn 26; or
- Any age and became physically or mentally disabled by age 26 and depend on you for financial support (validation of disability required).

YOUR SPOUSE/ DOMESTIC PARTNER

Your spouse is eligible if you’re:

- Legally married.

Your domestic partner is eligible if you:

- Are registered domestic partners or entered into a lawful civil union in the state where you live; or
- Meet and attest to all the requirements and complete an affidavit of spousal equivalency, found on benefits.sonypictures.com.

Note: The IRS requires you to pay federal income tax on your domestic partner’s coverage.²

¹ You may enroll your domestic partner’s children only if your domestic partner is enrolled and the child lives with you. Your stepchild or your domestic partner’s eligible child must either live with you or be considered your tax dependent to be eligible.

² In accordance with current IRS regulations, the employee and employer cost of coverage for a domestic partner is treated as taxable income unless your domestic partner qualifies as your legal dependent for federal income tax purposes. If you elect medical, dental, and/or vision coverage for such dependent, the cost of that coverage will be reported as imputed income and reflected on your biweekly pay stub and year-end W-2 Wage and Tax Statement. Certain states may treat these benefits as nontaxable for state and local tax purposes. Please consult with your tax advisor to see how this may affect you. See your medical plan SPD on benefits.sonypictures.com for details about domestic partner coverage.

ENROLLMENT | OVERVIEW

CHECKLIST

✓ READ THIS BENEFITS GUIDE

Review this guide to learn what’s changing, compare your options, and understand how each plan works before making your choices. Visit benefits.sonypictures.com for more enrollment information, including a Summary of Benefits and Coverage (SBC) for each plan.

✓ REVIEW PROVIDER OPTIONS

If you’re changing medical plans, be sure to check if your doctors are in-network by visiting aetna.com/dsepublic/#/sony.

✓ CHOOSE WHO TO COVER

Review your dependents and beneficiaries to make sure everyone who needs coverage (and is eligible) is included in your plan.

✓ COMPLETE YOUR ENROLLMENT

Visit benefitscenter.spe.sony.com and “Ask EMMA,” Sony Pictures’ online Benefits Advisor, for personalized help choosing the right plan for you. Then, make your elections or opt to waive coverage.

If you don’t take action, your current benefits will carry over to 2027 with the exception of Flexible Spending Account (FSA) and Health Savings Account (HSA) contribution amounts. If you want an FSA or HSA (including Sony Pictures’ contribution), you must actively enroll.

Questions? Get answers from a Sony Pictures Benefits Center representative by calling **(833) 9-SONY-01**.

After you enroll, print or save your confirmation page. Notify the Sony Pictures Benefits Center immediately if you see a discrepancy between the benefits you elected and withholding from your pay for your benefits.

New to Sony Pictures?

If you’re a new hire, you have 31 days from your date of hire to enroll. Your coverage is effective retroactively to your start date. If you don’t enroll within 31 days, Sony Pictures automatically enrolls you, but none of your dependents, in the Sony Consumer Choice medical plan, prescription drug coverage, basic life and Accidental Death and Dismemberment (AD&D), and basic Long-Term Disability. You won’t be enrolled in dental or vision coverage.



Making benefits changes during the year

You may make changes during the year for a qualifying life event, such as marriage, divorce, birth or adoption, death of a dependent, or loss of eligibility/coverage. Submit your benefits change request to the Sony Pictures Benefits Center within 31 days of the event date to make changes to your coverage, consistent with your status change.



ENROLLMENT | OVERVIEW

WHAT'S NEW

Most of your benefits remain the same, with a few updates for 2027.



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MEDICAL PLAN PREMIUMS

Health care and prescription drug costs continue to rise dramatically. Despite these increases, Sony Pictures has again made the decision to limit the increase in employee medical plan contributions to 3% for 2027, with Sony Pictures absorbing the vast majority of the additional cost.

[Learn More](#)

MEDICAL ANNUAL DEDUCTIBLES

Annual in-network deductibles are increasing for Aetna medical plans:

- **Sony Consumer Choice Plan:** \$1,750 for employee-only coverage and \$3,500 for family coverage (as required by the IRS)
- **Sony PPO Plan:** \$800 for employee-only coverage and \$1,600 for family coverage
- **Sony EPO Plan:** \$500 for employee-only coverage and \$1,000 for family coverage

Annual out-of-network deductibles are also increasing.

[Learn More](#)

HSA CONTRIBUTIONS

The Health Savings Account (HSA) maximum contribution limits are increasing for 2027. For employee-only coverage, the new limit will be \$4,500, while the family limit will be \$9,000.

[Learn More](#)

NEW LIFESTYLE & GLP-1 PRESCRIPTION SUPPORT PROGRAM

Introducing Vida Health, a lifestyle management program to help support diabetes, hypertension, and weight management. Vida Health is replacing Omada Health for those in an Aetna plan.

Sony Pictures will continue to cover certain GLP-1 medications in 2027, subject to applicable copays and annual deductibles. **New for 2027, if you use a GLP-1 for weight management, you'll be required to engage with Vida Health for your prescription to be covered.**

[Learn More](#)

BRIGHT HORIZONS BACKUP CARE

Backup care days will be counted for each child receiving care. For example, if two children attend in-center backup care or camp on the same day, two of your 25 annual backup care days will be used. Camp bookings will also be limited to 10 days per family per year. In-home care will continue to count as one use per day regardless of the number of children covered.

[Learn More](#)



CULVER CITY OFFICE



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CENTERS OF EXCELLENCE

If you enroll in an Aetna medical plan, you'll have access to Centers of Excellence Bundles, administered by Carrum Health. The Carrum network provides access to high-quality care for certain procedures and specialty treatments, including orthopedic care (hip, knee, and shoulder), weight-loss surgery, cancer treatment, and heart-related procedures. If you engage in this program, eligible services are covered at 100%. If enrolled in the Sony Consumer Choice Plan, you must first meet the annual deductible.

[Learn More](#)

SUPPLEMENTAL LIFE INSURANCE

During Open Enrollment, Securian Financial will offer a one-time opportunity for you or your spouse/domestic partner to add or increase supplemental life insurance without answering health questions.

For you: You can enroll in or increase your coverage by up to 2x your annual base salary, up to the guaranteed issue maximum of 5x your annual base salary or \$1 million, whichever is less.

For your spouse/domestic partner: You can enroll in or increase their coverage by one level, up to \$50,000.

[Learn More](#)

Terms to know

- **Employee premiums:** the amount taken from your paycheck to pay for coverage.
- **Annual deductible:** the amount you pay out of pocket before the plan starts to pay.
- **Coinsurance:** once you meet the annual deductible, this is the percentage the plan pays. If coinsurance is 80%, you pay 20% of the cost of care.
- **Copay:** a flat amount you pay when you receive care; the plan pays the rest.
- **Annual out-of-pocket maximum:** this is the most you'll pay in a plan year. Once you hit it, the plan covers 100% of in-network care for the rest of the year.
- **PCP (primary care physician):** your main doctor for regular checkups and everyday health needs; often the first person you see before being referred to a specialist.



HEALTH

SECTION CONTENTS

Medical 7

Prescription Drugs.....11

Aetna Resources..... 12

Dental 15

Vision..... 16

Tax Savings Accounts 18

Mental Health..... 20



HEALTH | MEDICAL

TIME TO “ACTION!” ON A PLAN

Sony Pictures provides four medical plan options to meet the needs of you and your family. Here’s a look at how the plans compare, how they work, and what they cost.

A QUICK COMPARISON

	SONY CONSUMER CHOICE (PPO)	SONY PPO	SONY EPO	KAISER HMO (CALIFORNIA ONLY)
Provider network	In- and out-of-network providers; lower costs in-network; no PCP or referrals required	In- and out-of-network providers; lower costs in-network; no PCP or referrals required	In-network providers only, except emergencies; generally, no PCP or referrals required	In-network providers only, except emergencies; PCP and specialist referrals may be required
Employee premium	You pay the lowest amount per paycheck.	You pay the highest amount per paycheck.	You pay a moderate amount per paycheck.	You pay a moderate amount per paycheck.
Annual deductible (in-network)	Highest	Moderate	Lowest	No deductible
Coinsurance after annual deductible	You pay 20% of the cost of care.	You pay 20% of the cost of care.	You pay 10% of the cost of care.	You pay a flat copay instead of coinsurance.
HSA including employer contribution	Yes	No	No	No
Health Care FSA	Yes, with a Limited Purpose FSA only.	Yes	Yes	Yes

Medicare & medical benefits

Employees who reach Medicare eligibility (age 65+) can stay enrolled in Sony Pictures medical plans and defer Medicare until they leave the Company.



Note: Enrolling in any part of Medicare makes you ineligible to contribute to an HSA without tax implications.

Sony Pictures has partnered with Via Benefits for retirement planning support.

 discoverviabenefits.com

 (888) 491-6527

HEALTH | MEDICAL

IN-NETWORK

When comparing plans, don't just think about what you'll pay. Consider how you typically use your benefits, the care you expect to need, the features that matter most to you, and what your total costs could look like throughout the year.



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	SONY CONSUMER CHOICE (PPO)	SONY PPO	SONY EPO	KAISER HMO (CALIFORNIA ONLY)
Annual deductible Individual Family	\$1,750 \$3,500 ¹	\$800 \$1,600	\$500 \$1,000	None
Annual out-of-pocket maximum Individual Family (includes annual deductibles, copays, and prescriptions)	\$4,000 \$8,000 ²	\$4,200 \$8,200	\$3,200 \$6,400	\$1,500 \$3,000
Preventive care	0% (free) ³	0% (free)	0% (free)	0% (free)
Office visits (primary care)	20% coinsurance after annual deductible	\$25 copay	\$20 copay	\$20 copay
Office visits (specialists)	20% coinsurance after annual deductible	\$40 copay	\$35 copay	\$35 copay
Teladoc Health	0% (free)	0% (free)	0% (free)	N/A
Urgent care visit	20% coinsurance after annual deductible	\$40 copay	\$35 copay	\$20 copay
Emergency room	20% coinsurance after annual deductible	20% coinsurance after annual deductible	10% coinsurance after annual deductible	\$150 copay
Inpatient hospital (including mental health & substance use)	20% coinsurance after annual deductible	20% coinsurance after annual deductible	10% coinsurance after annual deductible	\$250 copay
Outpatient care	20% coinsurance after annual deductible	20% coinsurance after annual deductible	10% coinsurance after annual deductible	\$50 copay
Outpatient mental health & substance use treatment	20% coinsurance after annual deductible	\$25 copay	\$20 copay	\$20 copay
Chiropractic care (up to 30 visits per year)	20% coinsurance after annual deductible	\$40 copay	\$35 copay	\$15 copay
Physical, occupational, & speech therapy ⁴	20% coinsurance after annual deductible Up to 75 visits per year	\$40 copay per visit Up to 75 visits per year	\$35 copay per visit Up to 75 visits per year	\$20 copay

1 All services, including prescriptions, are subject to the annual deductible except for certain preventive care services defined under the plan as being covered at 100%. Note: You may pay a copay for some medications on the preventive list. Out-of-network expenses in excess of Aetna's out-of-network payment policies under the plan won't count toward the annual out-of-network deductible.

2 Family out-of-pocket maximum has an embedded per-member out-of-pocket maximum of \$6,850 for in-network services.

3 The Sony Consumer Choice Plan covers certain preventive maintenance medications at 100% before annual deductible.

4 Visit limit doesn't apply to habilitative treatment for autism and developmental delays; however, exclusions may apply.

HEALTH | MEDICAL

OUT-OF-NETWORK

Staying in-network means lower costs and no surprises. Before making an appointment, confirm your provider is in-network by visiting aetna.com/dsepublic/#/sony or contacting the **Aetna Concierge** at **(888) 385-1053**.

	SONY CONSUMER CHOICE (PPO)	SONY PPO	SONY EPO	KAISER HMO (CALIFORNIA ONLY)
Annual deductible ¹ Individual Family	\$3,500 \$7,000	\$1,600 \$3,200	No coverage	No coverage
Your coinsurance after annual deductible	40%	40%	No coverage	No coverage
Annual out-of-pocket maximum Individual Family (includes annual deductibles, copays, and prescriptions)	\$8,000 \$16,000	\$8,400 \$16,400	No coverage	No coverage
Preventive care	20% coinsurance	20% coinsurance	No coverage	No coverage

¹ All services, including prescriptions, are subject to the annual deductible except for certain preventive care services defined under the plan as being covered at 100%.
Note: You may pay a copay for some medications on the preventive list.

Usual and customary

Out-of-network providers aren't generally required to accept Aetna's negotiated rates and can charge any amount they choose. Your plan pays based on Aetna's payment policies. Charges above that amount are your responsibility and don't count toward your annual deductible or out-of-pocket maximum.



Annual in-network and out-of-network deductibles count toward each other. For example, meeting the \$800 annual in-network deductible on the Sony PPO satisfies half of the \$1,600 annual out-of-network deductible.

For full details, see the Summary Plan Description (SPD) or Summary of Benefits and Coverage (SBC) on benefits.sonypictures.com.



HEALTH | MEDICAL

PLAN COST ESTIMATES

Here's the monthly cost for coverage based on the benefits you choose, your coverage level, and your base salary (determined when you're hired and updated each September 1).

Sony Pictures shares the cost of most of your benefits to help make your coverage more affordable. Your share is deducted from your paycheck on a pre-tax basis (weekly or biweekly, depending on your pay schedule).



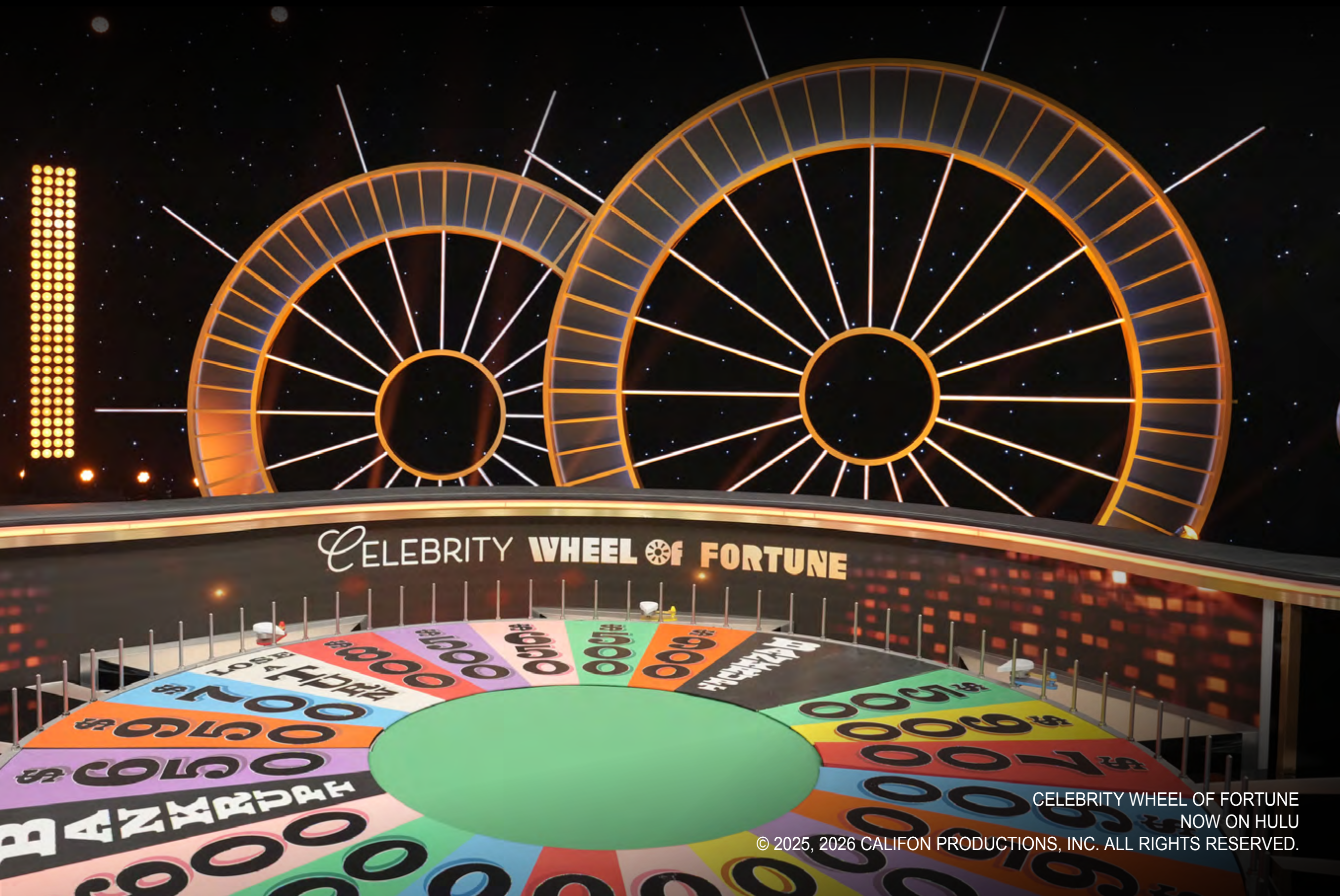
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	BASE SALARY			
	UNDER \$60,000	\$60,000 TO \$199,999	\$200,000 TO \$299,999	\$300,000 AND ABOVE
SONY CONSUMER CHOICE (PPO) MONTHLY COST				
Employee only	\$73	\$73	\$73	\$73
Employee + spouse/domestic partner	\$178	\$209	\$261	\$344
Employee + child(ren)	\$143	\$168	\$205	\$267
Employee + family	\$250	\$296	\$369	\$482
SONY PPO MONTHLY COST				
Employee only	\$262	\$311	\$361	\$424
Employee + spouse/domestic partner	\$525	\$625	\$734	\$887
Employee + child(ren)	\$421	\$484	\$578	\$659
Employee + family	\$722	\$860	\$1,012	\$1,216
SONY EPO MONTHLY COST				
Employee only	\$144	\$161	\$190	\$206
Employee + spouse/domestic partner	\$288	\$333	\$391	\$443
Employee + child(ren)	\$233	\$262	\$313	\$357
Employee + family	\$422	\$476	\$573	\$590
KAISER HMO (CALIFORNIA ONLY) MONTHLY COST				
Employee only	\$122	\$133	\$167	\$183
Employee + spouse/domestic partner	\$275	\$320	\$370	\$410
Employee + child(ren)	\$234	\$267	\$316	\$400
Employee + family	\$372	\$421	\$503	\$519

HEALTH | PRESCRIPTION DRUGS

COVERAGE ACROSS THE BOARD

All of Sony Pictures’ medical plans include **prescription drug coverage**, though what’s covered depends on the medical plan you choose and the type of drug. Coverage for all Aetna plans is administered by CVS Caremark, and for the Kaiser plan by Kaiser Pharmacy. Here’s what you pay and how it works.



WHAT YOU PAY FOR PRESCRIPTIONS

	SONY CONSUMER CHOICE (PPO) ¹ /PPO/EPO	KAISER HMO (CALIFORNIA ONLY)
RETAIL 30-DAY SUPPLY		
Generic	\$10 copay	\$10 copay
Preferred	30% coinsurance \$25 minimum \$75 maximum	\$20 copay
Non-preferred	40% coinsurance \$40 minimum \$100 maximum	\$20 copay
MAIL ORDER 90-DAY SUPPLY		
Generic	\$20 copay	\$20 copay
Preferred	30% coinsurance \$55 minimum \$125 maximum	\$40 copay
Non-preferred	40% coinsurance \$70 minimum \$150 maximum	\$40 copay

¹ The Sony Consumer Choice Plan covers certain preventive maintenance medications at 100% before annual deductible.

MAKE THE MOST OF YOUR PRESCRIPTION DRUG COVERAGE

Here are a few things to know:

- **Preventive drugs:** The Sony Consumer Choice Plan covers certain preventive maintenance medications at 100% before annual deductible.
- **Brand name drugs:** If you choose a brand name drug when a generic is available, you'll pay your coinsurance plus the cost difference, unless your prescription requires the brand name.
- **Maintenance medications:** Fill your first three maintenance medication prescriptions at any participating retail pharmacy. Beginning with your fourth refill, use CVS, Kroger, Costco, or CVS/Caremark Mail Service. Ninety-day supplies are also available through these pharmacies.

HEALTH | AETNA RESOURCES

YOU’VE GOT
A TEAM
BEHIND YOU

From finding the right doctor to navigating a diagnosis, these Aetna resources are built to support you and your family whenever you need them.



DOC (SEASON 2)
NOW ON DIGITAL

MANAGE YOUR HEALTH WITH AETNA

Everything about your plan is in one place. Check your coverage, access your ID card, track your annual deductible, and see your explanation of benefits.

If you have a billing question or are confused about your coverage, the Aetna concierge team handles it for you.

 aetna.com

 (888) 385-1053

VIRTUAL CARE

Teladoc Health connects you with a licensed physician anytime, day or night. Get a diagnosis, a short-term prescription, or even have a skin condition evaluated by sending a photo — no appointment needed.

Need to talk to someone? Teladoc Health also offers behavioral health counseling seven days a week — for anxiety, depression, stress, relationships, PTSD, and more. It’s confidential, convenient, and **free** under most Aetna plans.

 Teladoc Health app [Apple](#) | [Google](#)

 (855) 835-2362

24/7 NURSE LINE

Aetna members have round-the-clock access to a registered nurse with the 24-Hour Nurse Line.

 (800) 556-1555

NURSE ADVOCATE

An Aetna Nurse Advocate can answer your questions, help you understand your options, connect you with the right resources, and provide guidance as a licensed nurse. Contact Stephanie Vega for support.

 vegas@aetna.com

 (312) 549-3918

LACTATION SUPPORT

Aetna medical plans cover visits with an in-network lactation consultant, a specialist who’s trained to teach parents how to breastfeed. The plan will cover 100% of the cost for up to six in-network visits per year. Your Aetna plan’s applicable physician/specialist cost share will apply for additional visits after that.

You can access these services through an Aetna in-network provider. Or, from the comfort of your home, you can access SimpliFed, which provides virtual lactation consulting support from a certified baby feeding clinician.

 simplifed.com

Sony’s Kaiser HMO medical plan also covers lactation support and counseling before and after childbirth.

 kp.org

FIND A DOCTOR

Use Sony Pictures’ custom Aetna provider search tool to find in-network doctors by name, specialty, ZIP code, or hospital. Always verify that your doctor is in-network before your visit. Providers may not show up in the provider search, based on the way they’re registered or if they’re part of a provider group. If you can’t find your doctor, call Aetna.

 aetna.com/dsepublic/#!/sony

World Professional Association for Transgender Health (WPATH) standard

Our Aetna plans — Sony Consumer Choice, Sony PPO, and Sony EPO — meet the WPATH standard, meaning transgender, nonbinary, and gender-nonconforming employees have access to primary, specialty, and mental health care.

For more information, visit the Transgender and Nonbinary Resource Guide at benefits.sonypictures.com/resources.



HEALTH | AETNA RESOURCES

PREVENTIVE SERVICES

Aetna’s preventive services, covered in full for in-network care, include:

- Annual exams.
- Women’s Health Program: 3D mammograms, a Breast Health Education Center, and confidential genetic testing for breast and ovarian cancer.
- Cancer screenings: diagnostic colonoscopies, and breast cancer screenings (mammograms, ultrasounds, breast MRIs, and medically necessary BRCA testing).
- Preventive prescriptions, contraceptives, vaccines, and tobacco cessation medications.

 aetna.com

CVS MINUTECLINIC

When you need quality care but can’t see your regular doctor, visit MinuteClinic at select CVS pharmacies. You can find your closest MinuteClinic, view wait times, and hold your place in line through the CVS website or app.

 cvs.com/minuteclinic

DIGITAL PHYSICAL THERAPY

If you are enrolled in an Aetna plan, Hinge Health offers digital physical therapy programs through easy 15-minute sessions you can do anywhere (also includes pelvic floor support).

 hingehealth.com/sony

DIGESTIVE HEALTH SUPPORT

Oshi provides holistic digestive care to get to the root cause of your gastrointestinal (GI) symptoms. Whether your symptoms are occasional or you live with a chronic condition like Crohn’s disease or IBS, Oshi can help.

 oshihealth.com/sony



CULVER CITY OFFICE

FERTILITY, PREGNANCY & MENOPAUSE SUPPORT

Whether you’re trying to conceive, expecting, recovering postpartum, or navigating menopause, Progyny has you covered.

- Up to four rounds of fertility care (IVF, IUI, egg freezing, donor eggs/sperm, and more)
- Nurse coaching from conception through 12 months postpartum
- Virtual doula visits and 24/7 lactation support
- Specialized menopause care with FDA-approved treatment options
- Urological treatment for men, including evaluation and treatment of male factor infertility

Progyny is available if you’re enrolled in the Sony Consumer Choice, PPO, or EPO plans.

 progyny.com/smart-benefits

 (833) 404-2011

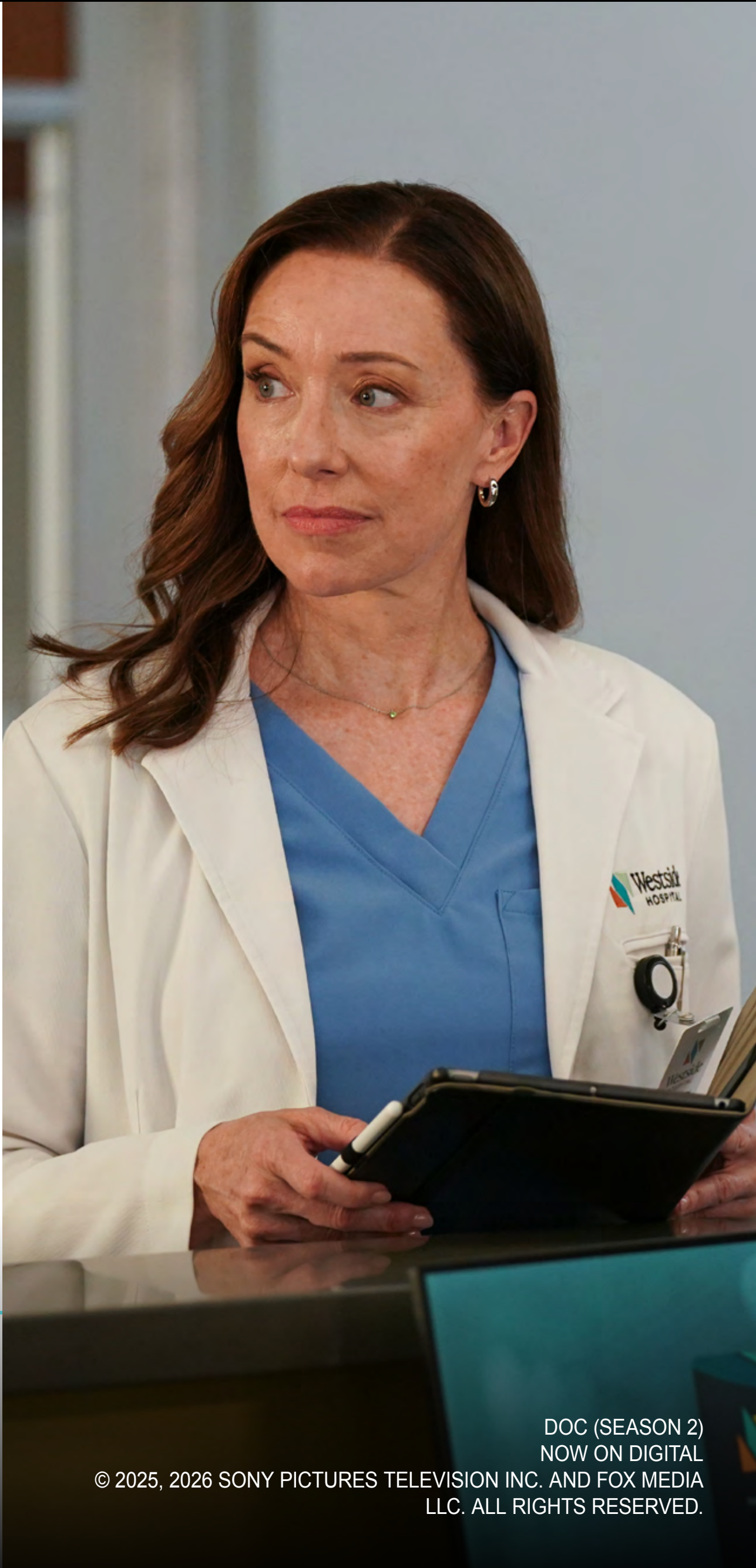
Did you know?

Kaiser also provides fertility care to support diagnosis and treatment, offering services like IVF and including procedures such as oocyte retrieval and embryo transfer.



 kp.org

 (800) 464-4000



HEALTH | AETNA RESOURCES

NEW PROGRAMS FOR 2027

CENTERS OF EXCELLENCE

Centers of Excellence Bundles, administered by Carrum Health, is a benefit that makes it easier and more affordable to access high-quality care for certain procedures and specialty treatments, including orthopedic care (hip, knee, and shoulder), weight-loss surgery, cancer treatment, and heart-related procedures. If you engage in the program, eligible services are covered at 100%. If you're enrolled in the Sony Consumer Choice Plan, you must first meet your annual deductible.

Participating providers are selected by Carrum Health based on established quality and cost-effectiveness standards, helping you feel confident in your care decisions.

A dedicated Carrum Care Navigator will guide you every step of the way and help you:

- Find an in-network provider that fits your needs and preferences.
- Understand your next steps and out-of-pocket costs up front.
- Coordinate your care and travel arrangements.

 carrum.me/COEBundles

 (888) 450-7345 (Carrum Care Coordinator)

LIFESTYLE & GLP-1 PRESCRIPTION SUPPORT PROGRAM

Vida Health is a personalized digital health program that provides one-on-one support from health coaches, registered dietitians, nurses, and when appropriate, licensed therapists and medical providers. The program helps participants manage conditions like diabetes, weight, high blood pressure, and other metabolic health concerns through virtual coaching, education, and personalized care plans.

Weight loss GLP-1 medication requirement: If you take a GLP-1 medication for weight loss, you're required to enroll in and engage monthly with Vida's lifestyle management program to continue having your prescription covered. You'll continue to receive your prescription from your own doctor. This requirement doesn't apply if you're taking a GLP-1 medication to treat diabetes.

To maintain coverage, each month you'll need to:

- Complete one care team session (a video visit, group coaching session, or webinar).
- Log a health metric (like weight or blood pressure) once a week for three of four weeks.
- Complete a self-paced lesson in the Vida Health app once a week for two of four weeks.

 vida.com/sony

 (833) 732-2242



HEALTH | DENTAL

TAKE A BITE OUT OF DENTAL COSTS

You have **two dental plan options** from Delta Dental, which differ in coverage levels and costs for services. Choose between the **High Plan** and **Standard Plan**, which allow you to see any provider, but you'll save more if you see a provider in the Delta Dental PPO or Premier network.

View the plan details, search the provider directory, or call Delta Dental to see if your dentist is in-network.

RESIDENT EVIL
IN THEATERS FALL 2026
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WHAT YOU PAY MONTHLY FOR COVERAGE

	HIGH PLAN	STANDARD PLAN
Employee only	\$26	\$9
Employee + spouse/domestic partner	\$55	\$22
Employee + child(ren)	\$59	\$24
Employee + family	\$90	\$35

WHAT YOU PAY FOR CARE

If you go out-of-network, you'll be reimbursed based on the highest in-network allowance, but you're responsible for any amount your dentist bills beyond that reimbursement.

	HIGH PLAN	STANDARD PLAN
IN-NETWORK		
Annual deductible ¹ Individual Family	\$50 \$150	\$25 \$50
Annual maximum benefit ¹	\$3,000 (includes orthodontia)	\$1,500
Preventive and diagnostic services ² (exams, routine cleanings, X-rays, etc.)	0% (free) ³ (3 cleanings and exams per year)	0% (free) ³ (3 cleanings and exams per year)
Basic restorative services (fillings, extractions, root canals, periodontal ⁴)	10% after annual deductible	20% after annual deductible
Major restorative services (crowns, bridges, dentures, ⁵ implants)	15% after annual deductible	40% after annual deductible
Orthodontia (for adults and dependent children)	50% after annual deductible	Not covered
OUT-OF-NETWORK		
Preventive ⁶	0% no annual deductible	0% no annual deductible
Basic	20% after annual deductible	20% after annual deductible
Major	50% after annual deductible	50% after annual deductible
Orthodontia	50% after annual deductible	Not covered

1 Annual deductible and annual maximum benefit apply to both in-network and out-of-network services.
2 Preventive and diagnostic services don't count toward the annual maximum.
3 You don't need to meet the annual deductible for preventive and diagnostic services to be covered at 100%.
4 Three periodontal cleanings are covered in addition to three covered routine cleanings.
5 Three denture cleanings and inspections per year.
6 Includes sealants to protect teeth against cavities.

HEALTH | VISION

SAVINGS YOU CAN SEE CLEARLY

Vision coverage is available through VSP with a network of providers and vision care centers. If you use an in-network provider, your plan covers your eye exam and glasses (frame and lenses) or contact lenses. You may also be eligible for discounts on additional products or services you buy during the same visit or even later in the same year.



SPIDER-NOIR (SEASON 1)
NOW ON PRIME VIDEO
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WHAT YOU PAY MONTHLY FOR COVERAGE

	VISION PLAN
Employee only	\$6.75
Employee + spouse/domestic partner	\$10.50
Employee + child(ren)	\$10.50
Employee + family	\$17.00



WHAT YOU PAY FOR CARE

	VISION PLAN
	IN-NETWORK ¹
WellVision exam	No copay
Retinal imaging	\$10 copay
Prescription glasses	\$10 copay
Contact lens exam (fitting and evaluation)	Up to \$60 copay on exam; covered in full after copay
Contacts (instead of glasses) (every calendar year)	• \$200 allowance for contacts • 15% off contact lens exam (fitting and evaluation)
Frames (every calendar year)	• \$200 allowance on a wide selection of frames • \$220 allowance on featured frame brands • 20% savings on the amount over your allowance • Or \$110 allowance at Costco Optical or Walmart
Lenses (every calendar year)	• Single vision, standard progressive, lined bifocal, and lined trifocal lenses • Polycarbonate lenses for dependent children • Lens enhancements include UV protection and standard/premium/custom progressive lenses

¹ Out-of-network benefits may be available; contact VSP for details.

HEALTH | VISION

COMPUTER VISION COVERAGE
(EMPLOYEE ONLY)

As an employee, you're covered for one in-network comprehensive vision exam each calendar year at no cost to you. If your exam results in a prescription, you can also receive new frames once per calendar year for a \$10 copay, with prescription lenses covered as part of the same benefit. You may choose to add an anti-reflective (AR) coating to your lenses; some, but not all, AR coatings include blue light filtering as an optional feature.

If you choose to use an out-of-network provider, limited benefits are available through VSP.

HEARING AIDS

Through your VSP vision plan, you have access to hearing aid discounts for you and your extended family through TruHearing — saving you up to 60%. Coverage includes a 45-day trial, three-year warranty, one-time loss and damage replacement, and 48 free batteries per hearing aid. Contact TruHearing at **(877) 396-7194** and mention VSP.

KIDSCARE ENHANCED
VISION BENEFITS

Dependents under 26 get two exams per year and a second set of lenses per year when there's a prescription change. Contact VSP to learn more.

EXTRA SAVINGS

Your VSP coverage offers extra ways to save:

Glasses and sunglasses

- 30% savings on additional glasses and sunglasses, including lens enhancements, from the same VSP provider on the same WellVision exam
- Or 20% savings from any VSP provider within 12 months of your last WellVision exam

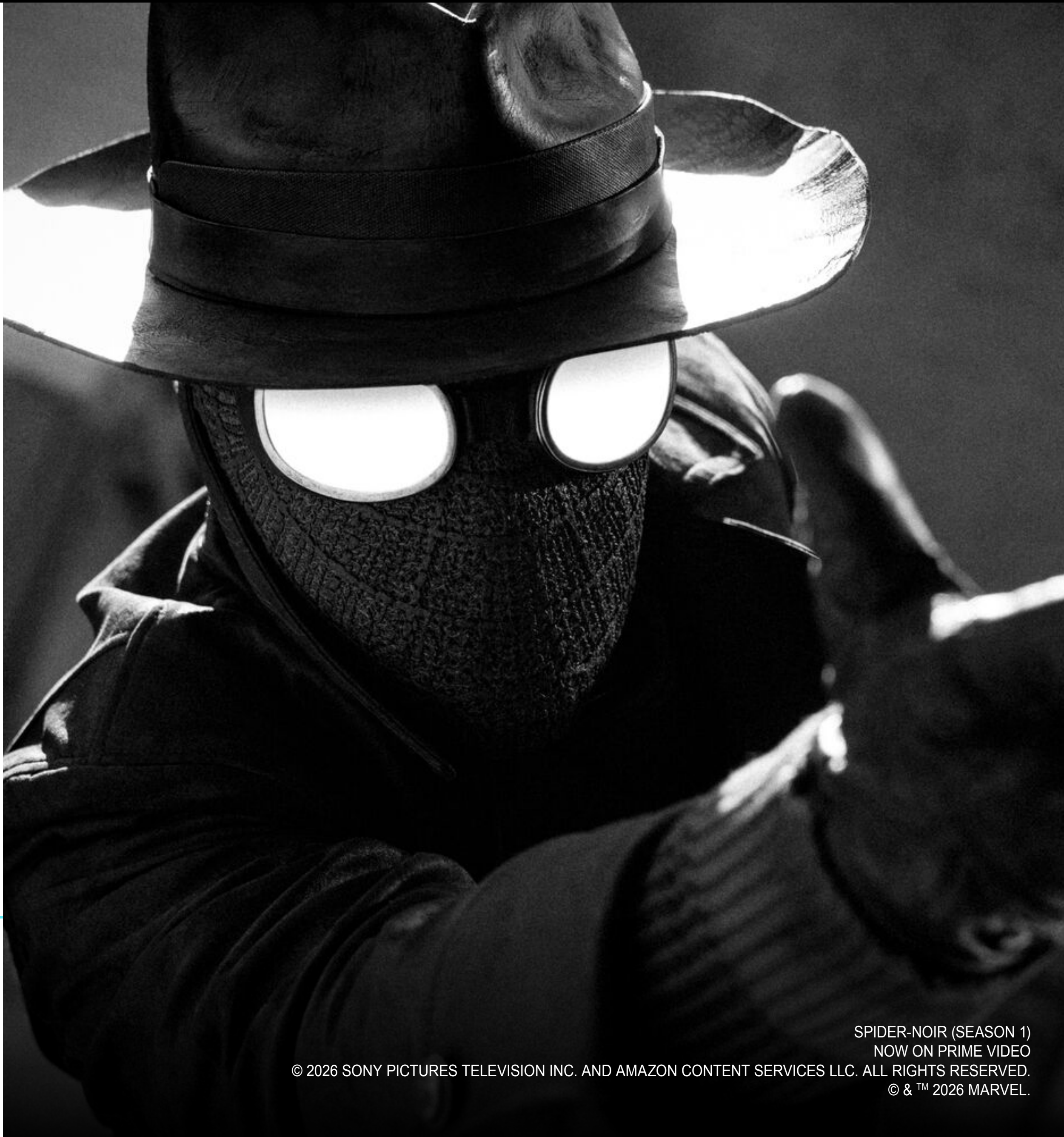
Laser vision correction (LASIK)

- Average 15% off the regular price
- Or 5% off the promotional price; discounts only available from contracted facilities



Find an in-network provider

Find a list of certified network optometrists and ophthalmologists at [vsp.com](https://www.vsp.com). If you use an out-of-network provider, your plan may or may not cover the full cost of your exam, and your glasses or contact lens allowance will vary by selection.



HEALTH | TAX SAVINGS ACCOUNTS

UNCOVER YOUR TAX SAVINGS

Sony Pictures offers accounts that let you save money, tax-free, for health and child care expenses. Here’s how these accounts work.

HEALTH SAVINGS ACCOUNT (HSA)

The HSA allows you to set aside money to pay for eligible health care expenses now for yourself and your dependents. If you prefer, you can invest the money and use it for future health care expenses. You must be enrolled in the Sony Consumer Choice Plan and actively elect an HSA each year to receive a contribution from Sony Pictures.

HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)

The Health Care FSA is designed to help you budget money to pay for certain eligible health care expenses during the year. The money you set aside in an FSA isn’t subject to payroll taxes, which could help you save money.

LIMITED PURPOSE FLEXIBLE SPENDING ACCOUNT (FSA)

A Limited Purpose Health Care FSA complements your HSA. Unlike a regular FSA, it only covers dental and vision expenses until you meet your Sony Consumer Choice Plan annual deductible. After that, it can be used for medical expenses too.

DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT (FSA)

The Dependent Care FSA is designed to help you budget money to pay for certain eligible dependent care expenses during the year necessary to enable you or your spouse to work.



INSIDIOUS: OUT OF THE FURTHER
IN THEATERS AND ON DIGITAL
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Setting up your HSA

Once you elect an HSA with the Sony Consumer Choice Plan during enrollment, Inspira Financial automatically opens your account and will reach out if more verification is needed. Sony Pictures won’t contribute until your account is open and active, so make sure your legal name matches your Social Security card and Sony Pictures file to avoid delays. Only expenses incurred on or after your account’s open date are eligible, so an earlier expense, like a doctor visit before your account opens, won’t qualify.



Accessing your account(s)

Once your FSA or HSA is active, sign in through Aetna Navigator, aetna.com, or inspirafinancial.com to set up payment specifications, submit claims, and view debit card transactions.



HEALTH | TAX SAVINGS ACCOUNTS

A QUICK COMPARISON

	HSA	HEALTH CARE FSA ¹	LIMITED PURPOSE FSA ¹	DEPENDENT CARE FSA
Who's eligible to contribute?	Employees enrolled in the Sony Consumer Choice Plan only	Employees enrolled in the Sony PPO Plan, Sony EPO Plan, or Kaiser HMO Plan, or those who have waived coverage	Employees enrolled in the Sony Consumer Choice Plan only	All benefits-eligible employees
How much can I contribute per year?	Up to \$4,500 (employee only) or up to \$9,000 (employee + family), including Sony Pictures contributions If you're 55 years or older, you can contribute an extra \$1,000 .	Up to \$3,400 per year	Up to \$3,400 per year	Up to \$7,500 per year (\$3,750 if married and filing separately) Highly compensated employees (those who earned more than \$160,000 in 2026) will be limited to \$4,800 per year. ²
How much does the Company contribute?	\$750 (employee only) \$1,500 (employee + family)	\$0	\$0	\$0
What can the money be used for?	Eligible medical, prescription drug, dental, and vision expenses, including copays and coinsurance. Go to irs.gov for a full list of eligible expenses.	Eligible medical, prescription drug, dental, and vision expenses, including copays and coinsurance. Go to irs.gov for a full list of eligible expenses.	You can only use funds to pay for dental and vision expenses until you meet your medical plan's annual deductible. Once you do, you can use this FSA for qualified medical expenses too.	Eligible expenses include licensed child care centers, nursery schools and preschools, in-home care (au pair/nanny) and babysitting, after-school care and summer day camps, and elder/senior day care. Go to irs.gov for a full list of eligible expenses.
Can I roll over unused money?	Yes. You can roll your entire unused balance over from year to year.	No. You can use the money for claims incurred until December 31, 2027, and you must submit all claims for reimbursement by March 31, 2028. Any remaining balance is forfeited.	No. You can use the money for claims incurred until December 31, 2027, and you must submit all claims for reimbursement by March 31, 2028. Any remaining balance is forfeited.	No. You can use the money for claims incurred until December 31, 2027, and you must submit all claims for reimbursement by March 31, 2028. Any remaining balance is forfeited.
Can I take my money with me if I leave the Company or retire?	Yes. Your HSA, including Sony Pictures' contributions, belongs to you.	No. Unused dollars are forfeited.	No. Unused dollars are forfeited.	No. Unused dollars are forfeited.

1 FSA contribution maximums reflect 2026 IRS limits, not 2027.
2 Cutback amount for highly compensated employees is subject to change based on nondiscrimination testing.



HEALTH | MENTAL HEALTH

SUPPORT
THAT LASTS

Sony Pictures supports your mental well-being through medical plan coverage, Spring Health (a dedicated mental health resource), and counseling, giving you flexible ways to get the support you need.



BLOOD OF MY BLOOD (SEASON 2)
NOW ON STARZ

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SPRING HEALTH

Spring Health connects you to confidential, personalized mental health care, available anytime, anywhere, by phone, via app, or in person. It’s available to all U.S. benefits-eligible Sony Pictures employees and dependents age 6 and older.

What can I use it for?

- **Personalized recommendations:** Take an assessment to identify the right care, learn more about yourself, and track your progress.
- **Dedicated Care Navigator:** A personal guide supports you every step of the way.
- **Therapy:** Book sessions with trusted, licensed providers at times that work for you. **Your first eight sessions are paid** for by Sony Pictures.
- **Coaching:** Get goal-oriented support that helps you build practical skills and healthy habits to make progress in your personal and professional life.
- **Medication management:** Speak with a Spring Health prescriber to manage medications, when appropriate.
- **In-app wellness exercises:** Get meditations, better sleep techniques, and on-the-go mental fitness tools.
- **Work-life services:** Navigate life’s challenges with help from legal guidance to financial planning.

What does it cost?

Sony Pictures employees and each of their covered dependents receive up to **eight free therapy** sessions every year with a Spring Health provider.

If you’re enrolled in an Aetna medical plan and you see a Spring Health provider for therapy, you can continue seeing them as an in-network provider — subject to your annual deductible, copay, and coinsurance — after your first eight visits paid for by Sony Pictures.

If you’re enrolled in the Kaiser plan, a behavioral health liaison can help you transition to a Kaiser network provider if you need services beyond what Spring Health offers.

 benefits.springhealth.com/sonypictures (Work-life access code: sonypictures)
Spring Health mobile app [Apple](#) | [Google](#)

 **(855) 629-0554**

ON-DEMAND COUNSELING

Teledoc Health, for those in an Aetna plan, connects you with licensed therapists seven days a week, from wherever you are. Whether you’re dealing with stress, anxiety, depression, or something you’re still figuring out, completely confidential support is just a call or tap away, with no copay or waiting room.

 Teladoc Health app [Apple](#) | [Google](#)

 **(855) 835-2362**



NEW YORK OFFICE

PROTECTION

SECTION CONTENTS

Life Insurance & AD&D.....

Short-Term & Long-Term Disability.....

Long-Term Care Coverage

Accident & Hospital Indemnity.....

21

23

24

25



PROTECTION | LIFE INSURANCE & AD&D

PROTECTION WHEN IT MATTERS MOST

Life insurance provides your beneficiary with a benefit in the event of your death. Accidental Death and Dismemberment (AD&D) insurance provides an additional benefit if you suffer a serious injury in an accident, or in the event of your accidental death. Sony Pictures provides eligible employees with basic life and AD&D insurance through **Securian Financial**.¹ You have the option to purchase more coverage.

	BASIC LIFE INSURANCE ¹	SUPPLEMENTAL LIFE INSURANCE ^{1, 3}	BASIC AD&D	SUPPLEMENTAL AD&D ^{1, 4}
Employee	1x base salary (maximum \$1 million)	1x–9x annual base salary (maximum \$1.5 million; age reductions apply ²)	1x base salary (maximum \$1 million)	1x–9x annual base salary (maximum \$1.5 million ²)
Spouse/ domestic partner	No coverage	\$10,000, \$25,000, \$50,000, \$100,000, \$250,000, \$350,000, or \$500,000	No coverage	Spouse/domestic partner (with children): 40% (maximum \$750,000) Spouse/domestic partner (no children): 50% (maximum \$750,000)
Child(ren)	No coverage	\$10,000, \$20,000, or \$25,000	No coverage	Each child (with spouse/domestic partner): 10% (maximum \$100,000) Each child (no spouse/domestic partner): 25% (maximum \$100,000)

1 Executive life insurance provided by MetLife; different limits and rates may apply.

2 At age 65, basic and supplemental employee life and AD&D coverage decrease to 65% of the amount in effect before age 65.

3 If your spouse/domestic partner/child is eligible for coverage as an employee, they can't be covered as a dependent. A child may be covered by both parents if both are Sony Pictures employees. Children are eligible from live birth to age 26.

4 Supplemental spouse/partner and child AD&D coverage is a percentage of the employee's supplemental AD&D amount.

Choose a beneficiary

Naming your beneficiaries for life and AD&D insurance is required at enrollment. Life changes, so check in on your selections periodically and update them whenever you need to.



Use the decision support tool

Everyone's situation is unique. Use the life insurance decision support tool, Benefit Scout, on the **Sony Pictures Benefits Center** website to get an estimate of the amount of life insurance you should have and the associated costs. This tool isn't a replacement for advice from your financial or tax advisor.



PROTECTION | LIFE INSURANCE & AD&D

WHAT YOU PAY FOR COVERAGE

Here's the monthly cost for supplemental life¹ and AD&D insurance per \$1,000 of coverage (rates increase with age).

AGE	EMPLOYEE	SPOUSE/DOMESTIC PARTNER
Under 25	\$0.029	\$0.050
25–29	\$0.035	\$0.060
30–34	\$0.046	\$0.080
35–39	\$0.053	\$0.090
40–44	\$0.058	\$0.100
45–49	\$0.087	\$0.150
50–54	\$0.133	\$0.230
55–59	\$0.250	\$0.430
60–64	\$0.382	\$0.660
65–69	\$0.734	\$1.270
70 and older	\$1.190	\$2.060
Supplemental child life	\$10,000 coverage: \$0.20 per month \$20,000 coverage: \$0.40 per month \$25,000 coverage: \$0.50 per month	\$10,000 coverage: \$0.20 per month \$20,000 coverage: \$0.40 per month \$25,000 coverage: \$0.50 per month
Supplemental AD&D	Employee only: \$0.011 Employee and family: \$0.023	Employee only: \$0.011 Employee and family: \$0.023

¹ Executive life insurance provided by MetLife; different limits and rates may apply.

Note: If you have company-provided employee life insurance coverage of more than \$50,000, the IRS requires that the fair-market value of the premium above \$50,000 be treated as taxable income. The imputed income amount is shown on your pay stub and on your year-end W-2 form. Talk to your tax advisor for more information.



THE NIGHT AGENT (SEASON 3)
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Bereavement support

Losing someone is hard enough without having to figure out what comes next. Sony Pictures provides you or your beneficiaries with access to Empathy — a free bereavement support program through Securian. When a life insurance claim is filed, your loved ones are automatically connected to a dedicated Care Manager who can guide them through everything from funeral planning and estate settlement to closing accounts and finding grief support. It's one less thing for the people you love to worry about.



 join.empathy.com/Securian

PROTECTION | SHORT-TERM & LONG-TERM DISABILITY

PREPARE FOR THE JOURNEY AHEAD

Disability insurance provides you with a portion of your income if you’re unable to work due to a covered illness or injury. Short-Term Disability (STD) and Long-Term Disability (LTD) are designed to work together, with LTD beginning after STD ends. If elected, Supplemental LTD increases your total benefit from 60% to 70% of your monthly base pay.

	STD	BASIC LTD	SUPPLEMENTAL LTD ¹
Do I have to elect coverage?	No, you’re automatically enrolled	No, you’re automatically enrolled	Yes, you must enroll
Do I pay for coverage?	No	No	Yes, on an after-tax basis
What is the benefit?	100% of your salary for the first 12 weeks, then 60%–100% of pay based on tenure for weeks 13–26	60% of your monthly base pay, based on annual earnings up to \$400,000	An additional 10%, up to 70% total of your monthly base pay, based on annual earnings up to \$400,000
What is the maximum monthly benefit?	No maximum	\$20,000 per month (after 180 days of disability)	\$20,000 per month (company-paid and optional combined)
When do benefits begin?	After more than five consecutive absences	After 26 weeks of STD	After 26 weeks of STD
How long can I collect?	Up to 26 weeks	Up to age 65	Up to age 65

1 Supplemental LTD is combined with Basic LTD, not in addition. The \$20,000 monthly maximum applies to both benefits together.

SUPPLEMENTAL LTD COVERAGE

AGE	COST PER \$100 OF COVERAGE
Under 25	\$0.029
25–29	\$0.033
30–34	\$0.037
35–39	\$0.063
40–44	\$0.083
45–49	\$0.137
50–54	\$0.212
55–59	\$0.253
60–64	\$0.253
65–69	\$0.270
70 and older	\$0.362



What is imputed income?

The premium Sony Pictures pays for your LTD coverage is considered imputed income. This means the value of the LTD premium will be reported as taxable income on your W-2 form each year. Please consult your tax advisor for more information.



Get the details

For information about all the types of leave (such as medical, parental and caregiver leave) Sony Pictures offers and the Short-Term Disability policy, please see the Leaves of Absence section in the Employee Handbook. To report a leave, or find out more information, contact Reliance Matrix.



 matrixabsence.com

 (888) 256-4094

PROTECTION | LONG-TERM CARE COVERAGE

KNOW YOUR FUTURE IS CARED FOR

Health insurance, disability coverage, and Medicare typically don’t cover Long-Term Care (LTC). LTC coverage through Trustmark — which also includes a life insurance benefit — helps protect your savings and gives you more choices for care at home, in an assisted living facility, in a nursing home, or at an adult day care center.

WHAT LTC COVERS

LTC benefits help pay for support with everyday activities, including bathing, dressing, eating, taking medication, and getting around. It can ease the caregiving burden on your loved ones and give you more control over the care you receive.

WHO’S ELIGIBLE

New hires under age 64

You qualify for guaranteed acceptance — no health questions required.

All other employees

Current employees, as well as new hires age 64 or older, can enroll in or increase coverage by answering a few health questions.

Spouses/domestic partners

You can enroll your spouse/domestic partner, but they’ll be required to answer health questions regardless of age.

IF YOU LEAVE SONY PICTURES

You can take your LTC coverage with you and benefits remain payable as long as premiums are paid by ACH, not payroll deduction.

Note: Several states are exploring legislation to implement a state-run LTC benefits program funded by a mandated payroll tax. These proposed programs could offer a reduced or waived tax rate to residents who have already enrolled in LTC coverage individually. Details and legislation haven’t been finalized.

COVERAGE AMOUNTS

TYPE	AMOUNTS
Guaranteed acceptance (no medical questions)	\$25,000, \$50,000, \$75,000, \$100,000, \$125,000, \$150,000
Medical questions (for more coverage)	\$200,000, \$250,000, \$300,000

HOW YOUR BENEFIT IS CALCULATED

Your monthly LTC benefit equals 4% of your Trustmark life insurance benefit, up to a \$100,000 maximum lifetime benefit.

Example: If you elect \$50,000 in Trustmark life insurance, your LTC benefit is \$2,000 per month, up to a \$100,000 maximum lifetime benefit.



KLARA AND THE SUN
IN THEATERS FALL 2026
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Enrollment details

To purchase LTC coverage, you must also enroll in Trustmark life insurance. LTC elections are made directly through Trustmark’s separate enrollment portal. You can also contact our LTC broker, J. Manning, for help with questions, enrolling, and more.

 getltci.com/sony

 (855) 549-8911



PROTECTION | ACCIDENT & HOSPITAL INDEMNITY

EVEN SUPERHEROES NEED PROTECTION

Sony Pictures offers two voluntary insurance plans through Aetna — **Accident** and **Hospital Indemnity** — that pay cash benefits directly to you. Because you pay premiums with after-tax dollars, benefits are generally tax-free and can be used however you choose.

	ACCIDENT	HOSPITAL INDEMNITY
What does it help with?	Unexpected costs after a covered accident	Costs associated with a covered hospital stay
What are examples of covered costs?	Emergency room and urgent care visits, follow-up care, physical therapy, and hospital stays, but you can also use it for annual deductibles, copays, household bills, or other everyday expenses while you're recovering	Hospital admission, daily hospital benefits, rehabilitation, observation, mental health treatment, and other covered hospital services, but you can also use it for annual deductibles, copays, household bills, or other everyday expenses while you're recovering
How much does it pay for preventive care?	\$75 for eligible preventive care per covered individual	\$75 for eligible preventive care per covered individual

WHAT YOU PAY MONTHLY FOR COVERAGE

	ACCIDENT	HOSPITAL INDEMNITY
Employee only	\$10.58	\$14.51
Employee + spouse/ domestic partner	\$19.18	\$31.97
Employee + child(ren)	\$20.54	\$25.37
Employee + family	\$28.31	\$42.21

Note: These plans don't count as minimum essential coverage under the Affordable Care Act. They supplement health insurance but aren't a substitute for major medical coverage.

Enrollment details

Enroll yourself and eligible dependents during Open Enrollment. Coverage remains in effect for the plan year unless you experience a qualified life event.



 myaetnasupplemental.com

 (800) 607-3366



THE BOYS (SEASON 5)
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RETIREMENT SAVINGS

SECTION CONTENTS

401(k) Plan..... 26



CREATOR TO CREATOR
WATCH OR LISTEN ON @CREATORTOCREATOR,
YOUTUBE AND PODCAST PLATFORMS
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RETIREMENT SAVINGS | 401(K) PLAN

BECOME AN EXPERT IN SAVINGS

The future you’re working toward deserves a plan. The **Sony USA 401(k) Plan** is designed to reward you for investing in your future. When you contribute to the plan, Sony Pictures will also contribute to your account through a matching contribution, helping your retirement savings grow even faster.

CONTRIBUTION AMOUNT

If you’re an eligible employee, you can contribute up to **50% of your eligible pay** as pre-tax, after-tax, and/or Roth contributions (combined), up to IRS limits.¹

If you’re **age 50 or older**, you can make a catch-up contribution up to an additional **\$8,000**.

For the years in which you turn ages **60–63**, you can contribute up to **\$11,250**.

COMPANY MATCH

Sony Pictures matches **100% of the first 3%** of eligible pay you contribute, plus **50% of the next 3% of eligible pay**. Pre-tax, after-tax, and Roth contributions are eligible for the match. Catch-up contributions aren’t.

ROTH CATCH-UP RULES

If your prior-year Sony FICA wages were more than **\$150,000**, federal law requires any catch-up contributions you make to be Roth contributions.

¹ Eligible pay includes base salary, overtime, and bonus.

INVESTMENT OPTIONS

You can choose from a variety of investment options and a self-directed brokerage account. If you don’t make a selection (or are auto-enrolled), your contributions will be invested in the Passive Target Date Option closest to your expected retirement age. To help you manage your 401(k) Plan, online advice and professional management services are available through Edelman Financial Engines.

LEARN MORE

Update your contribution rate, change your investments, or modify your beneficiaries through the T. Rowe Price website. Get more information by calling T. Rowe Price directly and consider speaking with a financial or tax advisor to determine the best strategy for your situation.

 rps.troweprice.com

 **(877) SONY-SAVE (766-9728)**

New hires

If you’re a new hire, you’ll be automatically enrolled at 6% of compensation on a pre-tax basis, about 45 days after your hire date. Your contribution rate will automatically increase by 1% each year until you reach 10%. You can opt out or change your contribution rate at any time.



PERSONAL SUPPORT

SECTION CONTENTS

Caregiving	27
Financial & Legal Resources	29
Additional Benefits	31
Pet Protection	32



PERSONAL SUPPORT | CAREGIVING

FOR THE ONES WHO MATTER MOST

Whether you’re welcoming a new child, raising a family, caring for an aging parent, or looking for everyday savings, there are benefits and discounts available to help you.

ADOPTION & SURROGACY ASSISTANCE

Sony Pictures partners with Progyny to support all paths to parenthood. Eligible employees can receive up to **\$20,000** in reimbursement per adopted child or successful surrogacy, covering agency fees, legal costs, and medical expenses.

Learn more about the adoption and surrogacy assistance policies in the Sony Pictures Employee Handbook.

 progyny.com/for-employees

 (833) 404-2011

BREAST MILK SHIPPING

Sony Pictures covers the cost of safely shipping your breast milk home through Milk Stork while traveling for work. Milk Stork provides everything you need — cooler kit, storage bags, and shipping labels — to get your milk home safely, whether you ship it or carry it back yourself.

This benefit is available at no cost to you for any work travel that takes you away from your baby.

 milkstork.com/sonypictures

 (510) 356-0221

CHILD DEVELOPMENT RESOURCES

RethinkCare gives parents and caregivers free 24/7 access to expert tools and resources for navigating challenges at home and school, including specialized support for children with ADHD, autism, and similar needs. No diagnosis is required.

Benefits include:

- One-on-one consultations with a dedicated clinician.
- Strategies for behavior, emotions, academics, focus, and social skills.
- Support for working with your child’s school.

 connect.rethinkcare.com/sponsor/spe (enrollment code: spe)

 (800) 714-9285

MEDICARE SUPPORT

Sony Pictures has partnered with Via Benefits, at no cost to you, to help you or your parents/loved ones navigate Medicare requirements and supplemental plan options, including:

- Online tools and customer support to research and compare a range of Medicare options.
- Enrollment help finding an individual Medicare plan that fits your or your loved one’s specific needs.

 discoverviabenefits.com

 (888) 491-6527

PERSONAL SUPPORT | CAREGIVING

BACKUP CHILD & ADULT CARE

When your regular care plans fall through, Bright Horizons Backup Care has you covered for a small copay. Use it anytime you need to be at work but a family member needs support, including when a caregiver is unavailable, a child is mildly ill, or an adult relative needs unexpected care. Book up to 90 days in advance or same/next day.

Eligible employees receive up to 25 days per year at subsidized rates:

- **Center-based care:** \$15/child or \$25/family
- **In-home care:** \$6/hour (4 hour minimum)

For center-based care or camp bookings, days are counted per child — so if two children attend on the same day, that uses two days from your allotment. Camp bookings will also be limited to 10 days per family per year. In-home care continues to count as one use per day regardless of the number of children covered.

Watch the [webinar](#) to learn more.

 clients.brighthorizons.com/sonypictures

 (877) 242-2737

ENHANCED FAMILY SUPPORT

Bright Horizons connects you with discounts and resources across every stage of family life, including:

- Early education and care at Bright Horizons centers, with waitlist priority and waived registration fees.
- Discounts on camps, tutoring, STEM programs, and out-of-school activities.
- Tutoring and academic support from preschool through test prep, with discounts through Varsity Tutors, Revolution Prep, Sylvan Learning, and MarcoPolo Learning.

Watch the [webinar](#) to learn more.



PERSONAL SUPPORT | FINANCIAL & LEGAL RESOURCES

SUPPORT FOR ALL OF LIFE’S ADVENTURES

A little extra support goes a long way, for your commute, your identity, and your everyday purchases.

IDENTITY THEFT PROTECTION

Sony Pictures provides free Aura Identity Theft Protection to you, with an option to upgrade to a family plan (10 additional adults and unlimited minors) for **\$10.30/month**.

Aura includes:

- Credit and financial fraud alerts.
- Dark web monitoring for your SSN, credit cards, and personal info.
- Up to \$5 million in identity theft insurance per adult.
- VPN and online privacy protection.
- Spam call, text, and email blocking.
- Parental controls and screen time management.
- Digital footprint removal from Google and people search sites.
- Family digital wellness tools (family plans only).

 my.aura.com

 (833) 552-2123

LEGAL SUPPORT

Get access to a network of experienced attorneys for comprehensive legal services for just **\$17.50/month** with no annual limits on covered services.

Covered services include:

- Estate planning, wills, trusts, and powers of attorney.
- Home purchase, sale, and refinancing.
- Tenant rights and traffic offenses (excluding DUIs).
- Fertility care and surrogacy matters.
- Immigration assistance.
- Defense in civil lawsuits.
- Four hours of consultation for divorce, custody, and post-decree matters.
- Family First Program: Unlimited access to caregiving support for children, elders, cancer navigation, and family dynamics.

Parents Plus upgrade (\$23.50/month): Extends legal coverage to your parents and in-laws for estate planning, elder care, and identity theft matters.

 members.legalplans.com

 (800) 821-6400



PERSONAL SUPPORT | FINANCIAL & LEGAL RESOURCES

TUITION REIMBURSEMENT

Sony Pictures will reimburse eligible tuition and course-related expenses after successful completion of approved courses.

- **Undergraduate courses, extension programs, and certifications:** up to \$5,250/year
- **Graduate courses:** up to \$9,000/year

Note: Reimbursements may have tax implications — consult your tax advisor.

 spe.edassist.com

 (855) 853-5017

STUDENT LOAN REPAYMENT

Sony Pictures contributes **\$150/month** toward your student loan principal, up to a **lifetime maximum of \$25,000**.

To qualify, you must be a full-time employee with at least one year of service, earn under \$150,000 base salary, be current on payments, and have the loan in your name.

Additional perks include repayment strategy tools, refinancing options, a loan cost calculator, and coaching.

 sonypictures.tuition.io

 (855) 353-9395

COMMUTER BENEFITS

Sony Pictures encourages you to take advantage of public transportation whenever possible. Commuter Benefits allow you to pay for certain work-related transportation expenses on a pre-tax basis. Pay for eligible transit and parking expenses with pre-tax dollars.

Parking eligible expenses include:

- The cost of parking at or near your worksite.
- The cost of parking at a location from which you commute to work, either by mass transit or a qualifying commercial or noncommercial vehicle or carpool.

Transit eligible expenses include:

- Passes or vouchers to cover the cost of mass transit to and from work (subway, train, bus, and vanpool).

Monthly IRS pre-tax limits are **\$340** for transit and **\$340** for parking. Eligible expenses include subway, train, bus, vanpool, and worksite parking. The IRS sets the monthly reimbursement rates, which are adjusted periodically for inflation.

 inspirafinancial.com

 (888) 678-8242

Invest in Sony

The Sony Employee Stock Purchase Plan (ESPP) makes it easy to purchase common stock through convenient after-tax payroll deductions. Visit [mySPE](#) to access enrollment forms and get started.



PERSONAL SUPPORT | ADDITIONAL BENEFITS

SUPPORT TO NAVIGATE THE REAL WORLD

NUTRITION SUPPORT

Meet one-on-one with a registered dietitian at no cost to help you build healthier habits. Whether you're managing a health condition, working toward a weight goal, planning nutritious meals, or simply looking for practical nutrition advice, support is available. Email or call to schedule an appointment.

 medgate_medical@spe.sony.com

 (310) 244-5560

PHYSICAL THERAPY

A licensed physical therapist is available on-site in Culver City twice a week to help evaluate and treat musculoskeletal concerns. Email or call to schedule an appointment. Located at Robert Young 1000.

 medgate_medical@spe.sony.com

 (310) 244-5560

BUSINESS TRAVEL
ACCIDENT INSURANCE

Sony Pictures provides Business Travel Accident insurance for company travel. It pays your beneficiary 3x your annual base salary (up to \$1 million) in the event of death, and covers injuries from a covered accident.

 spe_benefits@spe.sony.com

TRAVEL MEDICAL COVERAGE

Sony Pictures offers Cigna Medical Benefits Abroad — a benefit of up to \$200,000 per calendar year if you have an accident or illness while traveling on company business outside your home country or the country in which you live. (Policy Number 02428A)

 cignaenvoy.com

 (800) 441-2668

TRAVEL ASSISTANCE

Sony Pictures provides medical and travel assistance, and security services to those traveling internationally on company business. (Member Number 11BCPA000212)

 internationalsos.com

 (800) 523-6586 (U.S.)

CORPORATE DISCOUNTS

Shop discounts on insurance, travel, dining, event tickets, beauty, and more — all in one place.

Get quotes from multiple insurers for auto, home, and pet coverage, and redeem local deals on the go with the BenefitHub app.

 spe.benefithub.com (Access code: JH4D2M)
[Apple](#) | [Google](#)



PERSONAL SUPPORT | PET PROTECTION

COVERAGE
FOR EVERY
CREATURE

Whether you need help paying for prescriptions, finding a pet sitter, or exploring insurance options, these resources can help keep your pets healthy and cared for.



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	PET RX DISCOUNTS	PET SITTING SERVICES	PET INSURANCE	PET HOTELS
How can it help?	Save on many brand name and generic medications prescribed for pets.	Find trusted in-home pet sitters, dog walkers, groomers, trainers, and more.	Compare discounted pet insurance options from multiple carriers.	When your pet needs a place to stay, Wag Hotels offers boarding, grooming, training, and more.
What are the perks of using it?	• Average savings of 15% on brand medications • Accepted at 40,000 participating pharmacies	• Prescreened caregivers • Free basic background checks • Daily or extended in-home care	• Compare multiple insurers. • Request quotes. • Find the coverage that fits your budget.	• 15% off boarding • \$10 per day on doggie day care • 10% off bathing and training
How do you access it?	Download your savings card and search participating pharmacies at insiderxpets.com/pets .	Go to sittercity.com/sonypictures for Sony Pictures employees.	Go to spe.benefithub.com . Access code: JH4D2M	Show proof of Sony employment at checkout to unlock your discounts. Visit waghotels.com/playstation or call (888) 924-5463.

LIFE STAGES

SECTION CONTENTS

Scenarios 33



CULVER CITY OFFICE

LIFE STAGES | SCENARIOS

BENEFITS FOR EVERY SCENE OF LIFE

At Sony Pictures, we know life doesn’t play out in just one scene. Whether you’re just starting out, building a family, or juggling the demands of everyday life, our benefits are designed to meet you wherever your story is right now. Here are just a few examples of how our programs show up for you:



EARLY CAREER

Jeremy recently graduated from college and is new to Sony Pictures. He’s taking advantage of benefits that support his active lifestyle, like hiking and swimming with his dog. He uses physical therapy to keep small aches and pains from becoming big ones that might slow him down.

He’s also focused on paying down his student loan debt and taking public transit to work to reduce his carbon footprint. He might be interested in the following Sony Pictures benefits:

- **Free in-network preventive care** – medical, dental, vision
- **Voluntary accident insurance**
- **Free virtual care through Teladoc** (Aetna)
- **Physical therapy on the lot or virtually through Hinge Health**
- **Mental health care through Spring Health**
- **Student loan assistance through Tuition.io**
- **Commuter benefits through Inspira Financial**
- **Pet protection resources**
- **BenefitHub corporate discounts**
- **Sony USA 401(k) Plan**



STARTING A FAMILY

Priya and Daniel are starting a family, so their priorities are shifting toward creating stability and support at home. With a new little one on the way, they’re eager to plan for pregnancy, a hospital stay, and postpartum care. From parental leave to fertility support, Sony Pictures has benefits designed to support them through every step of the journey. They know that having the right coverage in place means they can focus on what matters most — welcoming their new arrival. They might be interested in the following Sony Pictures benefits:

- **Progyny family planning benefits** (including pregnancy, postpartum care, and lactation support)
- **Voluntary hospital indemnity insurance**
- **Parental leave**
- **Breast milk shipping through Milk Stork**
- **Adoption reimbursement**
- **Surrogacy reimbursement**

LIFE STAGES | SCENARIOS

SUPPORTING YOUR FAMILY

Chad and Javier have two busy kids, so they’re focused on managing full schedules and household expenses, and making sure their family has the health care they need.

They take advantage of benefits that support flexibility, financial planning, and overall well-being of all family members. They might be interested in the following Sony Pictures benefits:

- Support for raising children through RethinkCare
- Free virtual care through Teladoc (Aetna)
- CVS MinuteClinic
- Health Care FSA and Dependent Care FSA
- Legal resources through MetLife Legal Plan (for wills and trusts)
- BenefitHub corporate discounts
- Day care and backup care support through Bright Horizons
- Tutoring services through Bright Horizons’ Enhanced Family Support

MANAGING FINANCES AND PLANNING FOR THE FUTURE

Noah and Simone are becoming more mindful with their money and maximizing savings opportunities to ensure a secure financial future.

They know this is the stage where planning pays off and they feel confident they’re building lasting stability for themselves, their children, and their families. They might be interested in the following Sony Pictures benefits:

- ID theft protection through Aura
- Sony Employee Stock Purchase Plan
- Voluntary accident and hospital indemnity insurance
- Life insurance
- Legal resources through MetLife Legal Plan (for wills and trusts)
- Sony USA 401(k) Plan
- Health Savings Account (HSA)
- Long-Term Care
- BenefitHub corporate discounts

HEALTH CARE AS YOU AGE

For Diane and Lauren, staying healthy is a top priority. Preventive care, condition management, and wellness programs help them feel their best while they balance work, life, and preparing for retirement.

Benefits that support their physical, mental, and emotional health are especially important at this stage, ensuring they have the tools and resources they need to stay active, healthy, and engaged. They might be interested in the following Sony Pictures benefits:

- Menopause and midlife care through Progyny
- Pelvic support program through Hinge Health
- Free in-network preventive care and vaccinations
- Dental and vision care
- Mental health care through Spring Health
- Nutrition counseling
- Health support through Vida Health
- Digestive health support through Oshi
- Centers of Excellence Bundles through Carrum

CARING FOR AGING PARENTS

Balancing work, family, and caregiving can be challenging, but resources and support can make a real difference. While managing their home and work responsibilities, Renee and Theo are helping Renee’s mother navigate health care, manage daily needs, and plan for long-term care.

Benefits like caregiver leave and backup care allow them to care for Renee’s mom while balancing the other aspects of their lives. They might be interested in the following Sony Pictures benefits:

- Caregiver leave
- Backup elder care through Bright Horizons
- Legal services for parents (including family first caregiving support through MetLife Legal Parents Plus)
- ID theft protection through Aura
- Mental health care through Spring Health

CONTACTS

		PROVIDER	PHONE NUMBER	WEBSITE
GENERAL	Sony Pictures Benefits Center	Sony Pictures	(833) 9-SONY-01	benefitscenter.spe.sony.com
	Benefits information	Sony Pictures Benefits	N/A	benefits.sonypictures.com Email: spe_benefits@spe.sony.com
	Sony Consumer Choice, Sony PPO, & Sony EPO Plans Care & Prescriptions	Aetna	(888) 385-1053	aetna.com
		CVS/Caremark	(888) 385-1053	caremark.com
	Kaiser HMO Care & Prescriptions	Kaiser Permanente	(800) 464-4000	kp.org
	Standard Plan & High Plan	Delta Dental	(800) 471-7059	deltadentalins.com/sony
	Vision Plan	Vision Service Plan (VSP)	(800) 877-7195	vsp.com
	Mental Health	Spring Health	(855) 629-0554	benefits.springhealth.com/sonypictures
AETNA RESOURCES	Virtual Care	Teladoc Health	(855) 835-2362	teladoc.com/aetna Mobile: teladoc.com/mobile
	24/7 Nurse Line	Aetna	(800) 556-1555	
	Dedicated Nurse Advocate	Stephanie Vega	(312) 549-3918	Email: vegas@aetna.com
	Digital Physical Therapy	Hinge Health	N/A	hingehealth.com/sony
	Digestive Health Support	Oshi	N/A	oshihealth.com/sony
	Fertility, Pregnancy, & Menopause Support	Progyny	(833) 404-2011	progyny.com/smart-benefits
	Centers of Excellence	Carrum Health	(888) 450-7345	carrum.me/COEBundles
	Lifestyle Management	Vida Health	(833) 732-2242	vida.com/sony Email: support@vida.com

CONTACTS

		PROVIDER	PHONE NUMBER	WEBSITE
TAX SAVINGS ACCOUNTS	Health Savings Account (HSA)	Inspira Financial	(888) 678-8242	inspirafinancial.com
	Flexible Spending Accounts (FSAs)	Inspira Financial	(888) 678-8242	inspirafinancial.com
PROTECTION	Life & AD&D	Securian	N/A	lifebenefits.com/insuranceneeds
	Short-Term & Long-Term Disability	Reliance Matrix	(888) 256-4094	matrixabsence.com
	Long-Term Care Coverage	Trustmark	(855) 549-8911	getltci.com/sony
	Accident & Hospital Indemnity	Aetna	(800) 607-3366	myaetnasupplemental.com
RETIREMENT SAVINGS	Sony USA 401(k) Plan	T. Rowe Price	(877) 766-9728	rps.troweprice.com
CAREGIVING	Adoption & Surrogacy Assistance	Progyny	(833) 404-2011	progyny.com/for-employees
	Child Development Resources	RethinkCare	(800) 714-9285	connect.rethinkcare.com/sponsor/spe Enrollment code: spe
	Breast Milk Shipping	Milk Stork	(510) 356-0221	milkstork.com/sonypictures
	Medicare Support	Via Benefits	(888) 491-6527	discoverviabenefits.com
	Backup Care & Enhanced Family Support	Bright Horizons	(877) 242-2737	clients.brighthorizons.com/sonypictures First time logging in? Username: SPE password: Benefits4You

CONTACTS

		PROVIDER	PHONE NUMBER	WEBSITE
FINANCIAL & LEGAL RESOURCES	Identity Theft Protection	Aura	(833) 552-2123	my.aura.com
	Legal Support	MetLife Legal	(800) 821-6400	members.legalplans.com
	Tuition Reimbursement	EdAssist	(855) 853-5017	spe.edassist.com
	Student Loan Repayment	Tuition.io	(855) 353-9395	sonypictures.tuition.io
	Commuter Benefits	Inspira Financial	(888) 678-8242	inspirafinancial.com
	Employee Stock Purchase Plan (ESPP)	EquatePlus	(800) 599-6323	equateplus.com/EquatePlusParticipant
ADDITIONAL BENEFITS	Nutrition Support	Medical Center	(310) 244-5560	Email: medgate_medical@spe.sony.com
	Physical Therapy	Medical Center	(310) 244-5560	Email: medgate_medical@spe.sony.com
	Travel Assistance	International SOS	(800) 523-6586 (U.S.) (215) 942-8226	internationalsos.com (Member Number 11BCPA000212)
	Corporate Discounts	BenefitHub	N/A	spe.benefithub.com Access code: JH4D2M
PET PROTECTION	Pet Insurance	BenefitHub	N/A	spe.benefithub.com Access code: JH4D2M
	Pet Rx Discounts	Inside Rx	N/A	insiderxpets.com/pets
	Pet Sitting Services	Sittercity	N/A	sittercity.com/sonypictures
	Pet Hotels	Wag Hotels	(888) 924-5463	waghotels.com/playstation