

Inclusive benefit offerings for LGBTQ+ employees and their families

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As part of our commitment to diversity, equity, and inclusion, Siemens Healthineers wants to ensure that everyone covered by our benefit plans has access to the information and resources they need to make informed healthcare decisions.

We recognize that navigating company benefits can feel complicated for those in the LGBTQ+ community, who may sometimes face unique challenges and concerns accessing quality medical care and services.*

Here you will find an overview of benefits tailored to our LGBTQ+ colleagues along with confidential ways to gain more information about the topics pertinent to you and your family.

How sexual orientation or gender identity impacts healthcare

- LGBTQ+ individuals may face stigma and discrimination, which can elevate stress levels and increase the risk for mental health conditions and substance misuse.
- Having to “out” oneself to gain access to information about company benefits or access to care can be a barrier.
- Even for those who are out, there may be a reluctance to ask questions of their supervisor or HR team about specific topics.



Importance of coming out to your healthcare provider

Providing information about your sexual orientation and gender identity allows medical professionals to ask questions specific to your situation and recommend appropriate health screens and support.



*LGBTQ refers to lesbian, gay, bisexual, transgender, and queer identities. The “+” sign reflects identities beyond LGBTQ, including pansexual, asexual, agender, gender diverse, nonbinary, and gender neutral.



Family Planning

Building a family can take a variety of different forms. Our benefits support LGBTQ+ employees on the path to parenthood via assisted reproductive technology, adoption, foster care, and more.

Fertility Services

Employees and their partners who are enrolled in the Health Reimbursement and Health Savings Medical Plans are eligible for the following fertility services when provided by or under the direction of a physician, with or without a diagnosis of infertility.

- Assisted reproduction technologies
- Fertility medications
- Storage fees for costs for storing frozen eggs, embryos, and sperm to use in covered procedures for up to 12 months
- Pre-implantation genetic testing
- Fertility preservation for medical reasons

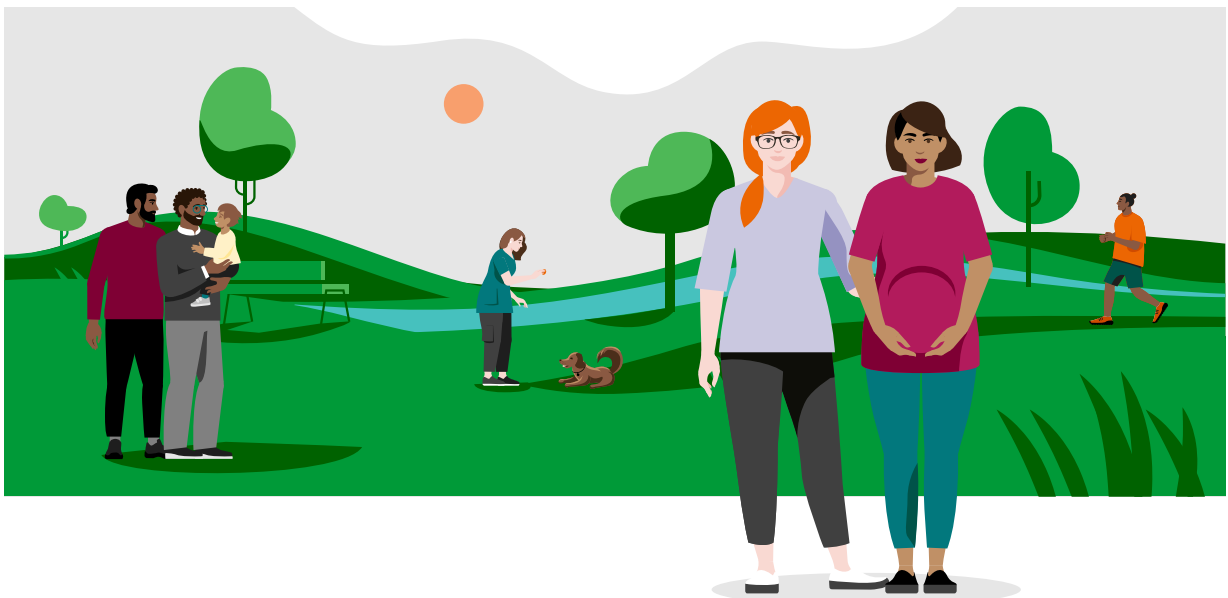
The first step to using your fertility benefits is to call your medical plan claims administrator (UnitedHealthcare [UHC] or Anthem Blue Cross Blue Shield [BCBS]) at the number on the back of your ID card. You must enroll with Fertility Solutions (UHC) or WINFertility (Anthem BCBS) to access benefits. ➔ **Learn more about fertility services under 'Other Coverage Highlights' of any our medical plan options.**

Adoption Assistance

Siemens Healthineers supports employees who have chosen to legally adopt a child. Through the Employee Assistance Program, you can get help finding adoption specialists and support groups. The Adoption Assistance Policy provides financial assistance toward certain covered expenses such as adoption agency fees, placement fees, attorney and legal fees and travel expenses. For further information on the Adoption Assistance Policy, please review the policy available on the Policy page of **AskHR** or contact AskHR at 1-866-743-6367.

Paid parental leave

We recognize the demands on employees to balance the requirements of the workplace with those of starting a family. Paid parental leave provides eligible employees with six weeks of paid time off to bond with their new child following birth, adoption, or the foster care placement of a child under the age of 18. For further information on the Paid Parental Leave Policy, please review the policy available on the Policy page of **AskHR** or contact AskHR at 1-866-743-6367.





HIV prevention and treatments

The following medications are covered under the prescription drug plan for the Health Reimbursement and Health Savings Medical Plans. Restrictions on specific products and/or quantities may apply.

- Human immunodeficiency virus (HIV) testing, including self-treatment options
- Pre-exposure prophylaxis (PrEP), including the injectable treatment (covered at no cost)
- Post-exposure prophylaxis (PEP)
- Antiretroviral therapy (ART), including the injectable treatment

Supporting your emotional well-being

Videos provide insight and focus

As a Siemens Healthineers employee, you receive a free premium membership to the **Headspace app**. Access exercises, meditations, and mindfulness programs including Pride from the Inside Out, which supports LGBTQ+ minds through affirmation and community.

Support when you need it

You and your eligible family members are automatically covered by the Employee Assistance Program (EAP) at no cost to you, whether or not you elected a company-sponsored medical plan. The EAP provides free, confidential counseling and referrals in times of personal, family, legal, and financial need.

Behavioral awareness seminars

If you or a loved one face mental health and substance use disorders, our EAP provider offers free, confidential seminars to help you. Taught by industry experts, the seminars provide real solutions on a wide range of topics including eating disorders, substance abuse, and youth behavioral health.

Benefits to support recovery

For those struggling with mental health or substance use disorders, our Health Savings and Health Reimbursement Medical Plan options help lay the foundation for a lasting recovery. The company will reimburse for reasonable travel and lodging expenses related to covered in-network services not available through an in-network provider, such as inpatient centers, within a 50-mile radius of the employee's home, unless expressly prohibited by law.





Transgender inclusive healthcare

Gender Dysphoria Coverage

For those experiencing gender dysphoria, UnitedHealthcare (UHC) and Anthem Blue Cross Blue Shield (BCBS) provide members with benefit options and a dedicated Personal Support Advisor to help navigate treatment.

The Health Reimbursement and Health Savings Medical Plan options include coverage for the following services when medically necessary for treatment of gender dysphoria:

- Hair removal, including when required as part of reconstructive surgery
- Lipoplasty or body-contouring surgery
- Facial feminization procedures
- Voice modification surgery
- Voice modification therapy

Gender dysphoria-related surgery covered under the Siemens Healthineers medical plans is covered under the Short-Term Disability and Long-Term Disability plans. All surgical procedures require documentation including an assessment from at least one qualified behavioral health provider experienced in treating gender dysphoria.

The assessment must document that the covered person meets all the following criteria:

- Persistent, well-documented gender dysphoria

- Capacity to make a fully informed decision and to consent for treatment
- Must be 18 years or older
- If significant medical or mental health concerns are present, they must be reasonably well controlled

Please call your medical plan claims administrator (UnitedHealthcare or Anthem BCBS) at the number on the back of your ID card for more information about how to access these benefits.

Travel and lodging benefit

Receive reimbursement for reasonable travel and lodging expenses related to covered in-network services not available through an in-network provider within a 50-mile radius of the employee's home – such as gender affirmation surgeries and reproductive procedures – unless expressly prohibited by law.

Gender Transition Policy

Once a transitioning employee provides documentation of a legal name and/or gender change, Human Resources will help the employee update their name, gender, pronouns, and/or photograph in the Company systems. Human Resources can also help facilitate discussions with the manager or team, and provide support for using the restroom associated with their gender identity. The Gender Transition Policy can be found on **AskHR**.





Overall wellness

Siemens Healthineers offers a variety of benefits and resources to support the physical, mental, and financial well-being of employees and their families, including spouses, domestic partners, and dependents. In addition to the standard medical, dental, and vision benefits, check out some of the highlights below.

Benefit	Details
Be Well Reimbursement Program	Spend money on eligible well-being items—exercise classes, wearable fitness devices, and more—and the Company will reimburse you up to \$300/year.
Healthy Focus Program	Access a personal nurse to help you with the information, tools, and resources needed to meet your healthcare needs.
Savings Plan	It's never too early or too late to save for retirement! There are four ways to contribute through this 401(k) plan: before-tax, Roth, catch-up, and after-tax contributions.
Life and Accident Insurance	Wealth protection programs help ensure you and your family have support when a death or loss occurs.
Bereavement	By embracing an inclusive definition of family, we offer employees a more comprehensive bereavement policy of up to five paid days of time off to grieve the loss of your loved ones.

Who to contact

For medical plan and prescription drug services including pre-authorizations, claim denials, appeals and more:

- Anthem Blue Cross Blue Shield — **[anthem.com](https://www.anthem.com)**; 833-969-3997
- UnitedHealthcare — **[myuhc.com](https://www.myuhc.com)**; 866-238-2637
- CVS/caremark — **[caremark.com](https://www.caremark.com)**; 844-757-0414
- Specialty Pharmacy — **[CVSspecialty.com](https://www.CVSspecialty.com)**; 800-237-2767



Get additional medical and prescription drug plan details at **[BenefitsatSHS.com](https://www.BenefitsatSHS.com)**.



An LGBTQ+ supportive workplace

Siemens Healthineers nurtures an inclusive company culture so that all employees feel valued, respected, and able to bring their authentic selves to work.

We appreciate the broad perspectives that people with different backgrounds and experiences can provide, helping us to enjoy the workplace and develop solutions that better meet the needs of our diverse customer base.

Along with having LGBTQ+-friendly benefits, the company demonstrates our commitment to diversity, equity, and inclusion through:



Updating policies to provide protections for sexual orientation and gender identity

Holding new hire and manager trainings that review nondiscrimination policies and encourage inclusive leader strategies

Actively recruiting diverse talent through groups like Out in Science, Technology, Engineering, and Mathematics, Inc. (oSTEM), a non-profit professional society dedicated to LGBTQ+ individuals within STEM fields



Supporting business coalitions for the fair treatment of the LGBTQ+ community



Helping to educate our workforce to be better allies through articles, videos, and events like "PRIDE Ask Me Anything Sessions"



Annually recognizing PRIDE Month and the International Day Against Homophobia, Biphobia, and Transphobia (IDAHOBIT) to stand up for human rights of individuals in those communities

Including gender neutral restrooms and locker rooms in the newly redesigned North America headquarters



Offering the PRIDE Employee Resource Group, providing LGBTQ+ employees and their allies opportunities to network, learn, socialize, mentor, and celebrate

Continually achieving a best-in-class score on the HRC's Corporate Equality Index



Siemens Healthineers USA

Siemens Medical Solutions USA, Inc.

40 Liberty Boulevard

Malvern, PA 19355-9998, USA

[siemens-healthineers.us](https://www.siemens-healthineers.us)