

## Leidos Benefits Summary Plan Description

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### Leidos Well-Being Programs

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Leidos provides a variety of voluntary well-being benefits to support employees long-term health and well-being:

- Virgin Pulse Well-Being Platform
- Headspace at Work
- meQuilibrium Digital Resiliency Program

### Virgin Pulse Well-Being Platform

Leidos has partnered with Virgin Pulse to help support employees on their journey to health and well-being. The Virgin Pulse program is available to all benefit eligible employees and their spouse/domestic partner, if enrolled in the well-being benefit. The program supports participants on their journey to their best health and well-being. By checking in on your health and completing engaging activities and healthy habits, you will earn points toward great rewards.

Note: Incentive rewards are paid out as soon as administratively possible. The participant must be an active Leidos employee or the spouse/domestic partner of an active Leidos employee on the date of the incentive payment in order to be eligible to receive such payment.

### Equal Employment Opportunity Commission (EEOC) Notice for Employer-Sponsored Well-being Programs

The Virgin Pulse well-being program is a voluntary well-being program and is administered according to federal rules permitting employer-sponsored well-being programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others.

### Protections from Disclosure of Medical Information

Leidos is required by law to maintain the privacy and security of your personally identifiable health information. Although Virgin Pulse and Leidos may use aggregate information it collects to design a program based on identified health risks in the workplace, Virgin Pulse will never disclose any of your

personal information either publicly or to Leidos, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the well-being program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the well-being program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the well-being program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the well-being program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the well-being program will abide by the same confidentiality requirements.

In addition, all medical information obtained through the well-being program will be maintained by Virgin Pulse. Information stored electronically will be encrypted, and no information you provide as part of the well-being program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the well-being program, we will notify you immediately.

Finally, you may not be discriminated against in employment because of the medical information you provide as part of participating in the well-being program, nor may you be subjected to retaliation if you choose not to participate.

## **Headspace For Work**

Leidos is pleased to partner with Headspace and offer a free subscription to all global employees.

Headspace is meditation made simple, teaching members life-changing mindfulness skills in just a few minutes a day. Headspace can make your everyday just a little bit better by helping you get happy, stress less, and sleep soundly. You can learn the life-changing skills of meditation and mindfulness through simple exercises and expert guidance.

If you choose to subscribe to Headspace, your use of their application and website is subject to Headspace's **Terms and Conditions** and **Privacy Policy**. You are encouraged to review these documents before providing your information to Headspace.

## meQuilibrium Digital Resilience Program

Leidos has partnered with meQuilibrium (meQ), a digital resilience training program that makes it easy to prioritize mental well-being and helps participants learn ways to reduce stress and have more energy, focus, and control. This benefit is available to all global Leidos employees at no cost.

meQ is a personalized and confidential resilience building platform designed to help participants build the mental and emotional strength to face each day with confidence. meQ helps people understand the thinking patterns and lifestyle habits that cause them to feel overwhelmed, anxious, or at risk of burnout. The personalized program delivers a guided step-by-step approach to help build resilience and manage challenging situations.

If you choose to enroll in meQ, your use of their platform is subject to their [Terms and Conditions](#) and [Privacy Policy](#). You are encouraged to review these documents before providing your information to meQ.