

HSA FACT SHEET

What is a Health Savings Account (HSA)?

An HSA pairs with a high-deductible health plan (HDHP) and lets you use pre-tax dollars to pay for eligible out-of-pocket medical expenses for yourself, your spouse, and your dependents—helping you save on taxes and increase your take-home income. The IRS Max Contribution 2026 is Single: **\$4,400** and Family: **\$8,750** plus a \$1,000 catch-up contribution if you are over 55 yrs old.

How It Works

You and your employer can deposit money into your HSA account, up to an annual per-person or family limit set by the IRS. When you enroll, an account will be created for you at a sponsor bank. You'll be given access to a secure, easy-to-use web portal where you can track your account balance, view your investment accounts and submit requests for reimbursements.

In addition, you'll receive a convenient Card to make it easy to access the money in your HSA. The card contains the value of your HSA account and you can use it to pay for eligible services and products not covered by your health insurance. When you use the card, payments are automatically withdrawn from your account, so there are no out-of-pocket costs and you won't have to submit receipts to verify the purchase. Just swipe the card and go. It's that easy!

Now, more than ever, healthcare dollars need to go further. With a Health Savings Account (HSA), you'll pay less in taxes and increase your take-home pay. So, enroll in an HSA and keep more of the money you've earned. *That's real savings, real simple.*

Eligible Expenses Covered by Your HSA and Benefits Card:

- **Routine health care:** Office visits, X-rays, lab work
- **Hospital expenses:** Room and board, surgery
- **Medications:** Prescription and over-the-counter (OTC) drugs when prescribed by a physician
- **Dental care:** Cleanings, fillings, crowns
- **Vision care:** Eye exams, glasses, contact lenses
- **Copays and coinsurance:** The portions of health care bills you are responsible for
- **Eligible over-the-counter (OTC) items*:** First aid dressings and supplies, such as bandages and rubbing alcohol
- **Contact lens solution and supplies**
- **Diagnostic products:** Thermometers, blood pressure monitors, cholesterol testing kits
- **Insulin and diabetic testing supplies**

*The list of eligible OTC items changed per the Patient Protection and Affordable Care Act of 2010. Contact your Plan Administrator for more information or visit www.irs.gov for details

BENEFITS

It's your money.

Your HSA is yours to keep—even if you change jobs or retire.

Tax-free spending.

Use your HSA to pay for eligible medical expenses without paying taxes on withdrawals.

No penalty after 65.

After age 65, you can use the funds for any purpose without penalty.

Tax-free contributions.

Contributions reduce your taxable income and go in tax-free.

Use anytime.

Funds can be withdrawn at any time for qualified medical expenses.

Tax-free growth.

Grow your savings over time. Balances over \$2,000 may be invested in mutual funds, earning tax-free returns.

The amount you save in taxes with a Health Savings Account will vary depending on the amount you set aside in the account, your annual earnings, whether you pay Social Security taxes, the number of exemptions and deductions you claim on your tax return, your tax bracket, and your state and local tax regulations. Check with your tax advisor for information on how your participation will affect your tax savings.

This brochure highlights some of the benefits of a Card. If there is a discrepancy between this material and your official plan document, the plan document will govern. WEX Health reserves the right to amend or modify the services at any time.

