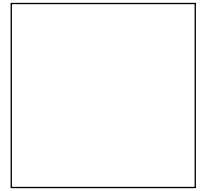




Arkema Inc.
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Get Started with *Well-being Matters!*

At Arkema, we help you achieve well-being your way. We know that well-being impacts every part of life – your mind, your body, and your wallet. Similar to last year, you can participate in *Well-being Matters*, a program, offered through Castlight, that helps you prioritize your well-being and earn rewards along the way.

Read on to see how you and your enrolled spouse can each earn a \$400 reduction in your medical plan premiums for 2025. Don't miss out on this discount!

Waiving medical insurance? Earn points and receive \$200 in a January 2025 paycheck.

Visit mycastlight.com/arkema or download the Castlight Mobile app from the App Store or Google Play Store today! Use the QR code to get started.



You can also text APP to 35925 to get a link to download the Castlight app.

**Message and data rates may apply.*



Well-being Matters



Well-being Matters empowers Arkema employees and their spouses to practice healthy habits and earn rewards while doing it. If you didn't participate last year, now is your chance to participate in the improved Well-being Matters program.

WHAT'S NEW

Each year, we update *Well-being Matters* so you can maximize the healthy actions that mean the most to you – whether that's getting active, practicing mindfulness, or cooking a healthy recipe. Here's what's changing for 2024 – 2025:

- ✓ **Download and register for Mind Companion** at the www.resourcesforliving.com site to earn 50 points.
- ✓ **Complete a Vision Screening Attestation** to earn 50 points.
- ✓ **Donate to the one of three charities** (Habitat for Humanity, American Cancer Society, and Clean Water Fund) instead of receiving a \$50 Amazon Gift Card.

Have you completed your yearly Physical and Blood screenings since November 1, 2023?

Earn points by downloading the physician results form from Quest through the Castlight App (Castlight has Single Sign On setup with Quest so you can log into Quest directly from the Castlight App). Have your physician complete and return the form to Quest by November 1, 2024. You will still have the other options available to you as well.

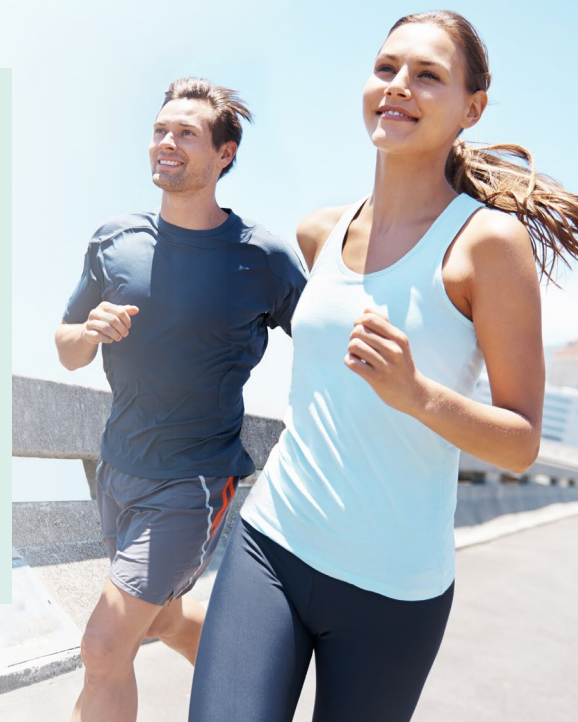


NEW HIRES

Employees hired or rehired on and after June 1, 2024, will automatically receive a medical premium discount for 2025. Then, beginning July 2025, you and your enrolled spouse will each be required to earn 2,000 points if you want to retain the full discount for 2026.

LIFE EVENT

If you have a life event on or after June 1, 2024, and add your spouse to your medical coverage, your spouse will automatically receive the \$400 discount for 2025. You will still need to earn your discount.



Castlight Check



Did you know that Castlight can support you in more ways than rewarding your well-being activities? Castlight offers personalized advice and can help you navigate the world of healthcare too. Check out Castlight's other resources such as:

- ✓ **One-on-one support** from Castlight Care Guides to help you find a doctor or understand your health benefits
- ✓ **A summary** of the health benefits you are enrolled in
- ✓ **A provider search tool** that allows you to compare the cost and quality of providers who offer the same services
- ✓ **A cost-estimator tool** so you know how much you'll pay for a service before your visit
- ✓ **Access to your digital insurance card(s)** in your account online or through the Castlight mobile app

You can even earn points toward your medical plan premium reduction for using some of these features! Get the support you need and earn those points today! Visit mycastlight.com/arkema or download the Castlight Mobile app to get started.



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Well-being Your Way!

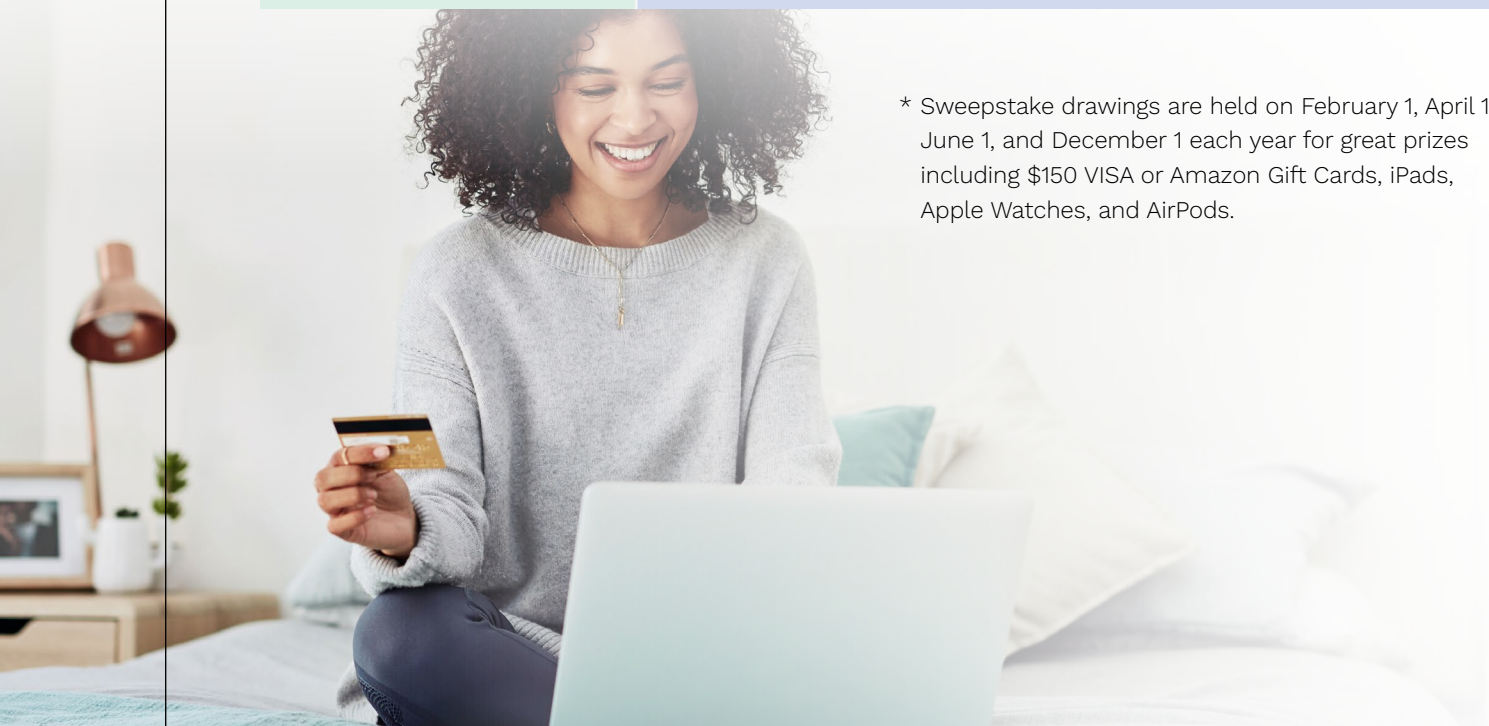
Through *Well-being Matters*, Arkema rewards you for prioritizing your well-being. **If you earn at least 2,000 points by November 1, 2024**, you can receive a medical plan premium reduction and become eligible for other prizes.

Visit mycastlight.com/arkema or download the Castlight Mobile app to begin earning points!

WHAT YOU EARN WITH YOUR POINTS

Points & Timing	If you are enrolled in Arkema medical coverage for 2025	If you waived Arkema medical coverage for 2025
Earn at least 2,000 points by November 1, 2024	Get a discount on your 2025 medical plan contributions: <ul style="list-style-type: none">✓ \$400 if you or your covered spouse participates✓ \$800 if you and your covered spouse both participate	Receive \$200 via your paycheck in early 2025.
Earn additional points by June 30, 2025	Earn another 500 points to get a \$50 Amazon gift card or donate the card value to one of three charities (Habitat for Humanity, American Cancer Society, or Clean Water Fund)! Every ten points can also be used to 'purchase' one sweepstakes entry if you spend them under the Rewards Center before sweepstakes drawings* on February 1, April 1, June 1, and December 1 each year.	

* Sweepstake drawings are held on February 1, April 1, June 1, and December 1 each year for great prizes including \$150 VISA or Amazon Gift Cards, iPads, Apple Watches, and AirPods.



HEALTHY ACTIONS

When prioritizing your well-being, we believe in focusing on what matters to you. That's why there are so many Healthy Actions to complete, so you can earn points toward your **medical plan premium deduction and other prizes** in a way that fits you and your interests. **New or updated healthy actions are listed below in green.**

<input checked="" type="checkbox"/> Healthy Action	Points	Frequency
<input type="checkbox"/> Get Active: Walk 5,000/7,000/10,000 steps	5/7/10	Once daily each
<input type="checkbox"/> Sleep Well: Track your sleep	5	Once daily
<input type="checkbox"/> Eat Smart: Track your meals	10	Once daily
<input type="checkbox"/> Healthy Habits: Make coffee, drink water, breathe, develop empathy, eat veggies, stretch, learn to listen, read, connect, eat fruit, power down, meditate, feel grateful	5 each	Once daily each
<input type="checkbox"/> Explore and Earn: Understand your plan, see your claims, search for care, rate a doctor, build a care plan	5 each	Once annually each
<input type="checkbox"/> Welcome Points: Register and download the mobile app	50 each	Once per lifetime each
Hinge Health Musculoskeletal Program		
<input type="checkbox"/> Watch the Hinge Health video	5	Once annually each
<input type="checkbox"/> Complete the Clinical Screener	10	
<input type="checkbox"/> Complete 1 exercise session	25	
<input type="checkbox"/> Complete 4 exercise sessions	50	
<input type="checkbox"/> Complete 8 exercise sessions	50	
Livongo Diabetes Management		
<input type="checkbox"/> Watch the Diabetes video	5	Once annually
<input type="checkbox"/> Enroll in Livongo for Diabetes	10	Once per lifetime
<input type="checkbox"/> Complete your first check	25	Once per lifetime
<input type="checkbox"/> Check at least once per week	10	Once weekly
<input type="checkbox"/> Complete 5 checks in a week	25	Once weekly
<input type="checkbox"/> Complete 12 checks in a month	25	Once monthly
Livongo Hypertension Management		
<input type="checkbox"/> Watch the Hypertension video	5	Once annually
<input type="checkbox"/> Enroll in Livongo for Hypertension	10	Once per lifetime
<input type="checkbox"/> Complete first blood pressure check	25	Once per lifetime
<input type="checkbox"/> Check at least once per week	10	Once weekly
<input type="checkbox"/> Complete 5 checks in a month	25	Once monthly
<input type="checkbox"/> Complete 12 checks in a month	25	Once monthly
<input type="checkbox"/> Well-being Assessment	600	Once annually
Know Your Numbers		
<input type="checkbox"/> Complete the screening	500	Once annually each
<input type="checkbox"/> View your results through Quest	100	
<input type="checkbox"/> Aetna Tobacco Cessation: Complete 4 sessions	200	Once annually
<input type="checkbox"/> COVID-19 Immunization or Booster	50	Once annually
<input type="checkbox"/> Dental Visit Attestation	100	Once annually
<input type="checkbox"/> Annual Vision Screening Attestation	50	Once annually
<input type="checkbox"/> Emotional Health Screening on www.resourcesforliving.com site	100	Once annually
<input type="checkbox"/> Sign up for Mind Companion Program on www.resourcesforliving.com site	50	Once annually
<input type="checkbox"/> Attend Two Fidelity Money Day Sessions	200	Once annually
<input type="checkbox"/> Flu Shot Attestation	50	Once annually
<input type="checkbox"/> Preventive Screenings Attestation (Annual Physical, Mammography)	600	Once annually
<input type="checkbox"/> Tobacco/Nicotine-free Attestation	50	Once annually
<input type="checkbox"/> Volunteer Attestation	100	Once annually

HEALTHY ACTIONS (CONTINUED)

Healthy Action	Points	Frequency
Participate with the Rx Savings Solutions (RxSS) Program		
<input type="checkbox"/> Watch the Learn More video	25	Once annually
<input type="checkbox"/> Call Rx Savings Solutions	25	Once per lifetime
<input type="checkbox"/> Activate your account	50	Once per lifetime
<input type="checkbox"/> Opt into text messaging	25	Once per lifetime
<input type="checkbox"/> Use "Contact my Prescriber"	150	Once daily

Visit mycastlight.com/arkema or the Castlight Mobile app for details on how to complete any of the Healthy Actions.

HOW WELL-BEING MATTERS WORKS: MEET EMILY AND DANIEL

Emily and her husband, Daniel, both participate in *Well-being Matters* to earn their full medical plan premium discount. Let's look at how they each reached 2,000 points.

Emily's Healthy Actions	Points	Daniel's Healthy Actions	Points
Know Your Numbers Complete the screening View your results through Quest and attest on Castlight	500 100	Know Your Numbers Complete the screening View your results through Quest and attest on Castlight	500 100
Preventive Screenings Attestation (Annual Physical, Mammography)	600	Preventive Screenings Attestation (Annual Physical, Mammography)	600
Well-being Assessment	600	Well-being Assessment	600
Attend Two Fidelity Money Day Sessions	200	Attend Two Fidelity Money Day Sessions	200
Get Active: Walk 5,000 steps (daily for two weeks)	5x14 = 70	Aetna Tobacco Cessation: Complete 4 sessions	200
Eat Smart: Track your meals (daily for two weeks)	10x14 = 140	Tobacco/Nicotine-free Attestation	50
Volunteer Attestation	100	Signed up for the Mind Companion Program	50
Dental Visit Attestation	100	Total Points	2,300
Annual Vision Screening Attestation	50	If Daniel earns just 200 more points, he can either get a \$50 Amazon gift card or donate to one of three charities.	
Flu Shot Attestation	50		
Total Points	2,510		
Since Emily earned over 2,000 points, she opts to donate to the American Cancer Society instead of putting her extra 500 points toward an Amazon gift card.			

INTERESTED IN BECOMING A WELL-BEING CHAMPION AT YOUR SITE?

Do you want to help your coworkers with their health and well-being goals and earn points while doing so? You have the opportunity to become a Well-being Champion at Arkema.

Just for registering as a Well-being Champion, you'll earn 10 points. You can earn even more points (total up to 200 points) for engaging your coworkers and communicating about monthly well-being activities important to the physical, emotional/mental, financial, and social/community health of you and your coworkers! It's a great development activity as well.

If you are interested, please reach out to Katherine.Sampson@arkema.com for more information.