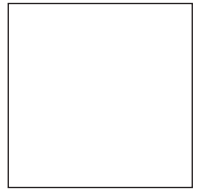




Arkema Inc.  
Human Resources  
900 First Avenue  
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## Kick Off *Well-being Matters!*

**At Arkema, we empower you to take charge of your well-being.** We understand that well-being influences every aspect of your life – your mind, your body, and your money. This year, we invite you to continue your journey with *Well-being Matters*, or join us if you're new to the program. Offered through Castlight, *Well-being Matters* helps you and your Arkema community live happier, healthier lives – all while earning rewards!

**Read on to see how you and your enrolled spouse/domestic partner can each earn a \$400 (\$800 total) reduction in your medical plan premiums for 2026. Don't miss out on this discount!**

**Not enrolled in an Arkema medical plan? You can still earn \$200.**



Visit [mycastlight.com/arkema](https://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. If you are new to Arkema, please make your benefit elections before signing up for Castlight.



# Well-being Matters



**Well-being Matters supports Arkema employees and their spouses/domestic partners in practicing healthy habits while earning rewards along the way. If you didn't participate last year, now is your chance to get involved!**

## 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 your steps in, meditating, or sleeping well. Here's what's changing for 2025 – 2026:

- ✓ **Earn extra points by June 30, 2026**, for a chance to win \$200 gift cards in our *Well-being Matters* sweepstakes.
- ✓ **Sweepstakes gift cards are now available** for VISA, Amazon, Lowe's, Home Depot, Dick's Sporting Goods, Cabela's or Ulta Beauty (previously only Amazon or VISA).
- ✓ **Beginning in December 2025, we will introduce a new points opportunity focused on sustainability.** Employees can earn points by attending the Climate School and Climate Fresk classes to learn more about climate issues. After December 1, 2025, you can self-attest and earn points.

## PREVENTIVE CARE MATTERS

### Primary Care Provider (PCP): Your Partner in Health

A Primary Care Provider (PCP) is crucial for your health and well-being, serving as your first point of contact in the healthcare system. PCPs, including physicians, nurse practitioners, and physician assistants, specialize in areas like family medicine, internal medicine, general practice, OB/GYN, or pediatrics. Building a relationship with a PCP enables personalized health management, ensuring timely screenings, vaccinations, and preventive services tailored to your needs. Regular check-ups and preventive care can identify potential health issues early, leading to better outcomes, more affordable care, and a healthier life.

### Virtual Primary Care: Your New, Convenient Preventive Care Option

If you don't have many PCP options available in your area, you have limited mobility, or you are generally healthy and feel you don't need a regular PCP, as of January 1, 2025, we've introduced virtual primary care through Aetna/CVS. This change makes it easier than ever to access preventive care. If you are enrolled in an Arkema medical plan, you and your dependents can use CVS Virtual Care to connect with a PCP for annual wellness visits, screenings, and ongoing care for chronic conditions like asthma, high blood pressure, and diabetes – available 24/7/365. You can consult with real doctors via phone or video at your convenience. For more information, visit the member website on your ID card or go to <https://aet.na/virtual>. Take advantage of this service to stay on top of your health and earn points towards your *Well-being Matters* rewards! The cost for virtual visits is a \$15 copay per visit for PPO members. For those enrolled in the CDHP medical plan, a \$15 copay applies after you meet your deductible.

### Have You Completed Your Annual Physical and Any Other Screenings?

If you've completed your annual physical and had blood screenings through your physician since November 2, 2024, you can earn points this year! Simply download the Physician Results Form from Quest through the Castlight App. You can log into Quest directly from the Castlight App. Select **Physician Results Form** and make sure your physician completes and returns the form to Quest by November 1, 2025, to earn your points. Your spouse/domestic partner can participate as well.

**Remember, Arkema covers an annual physical at any time during the calendar year, so you don't need to wait a full 12 months from your last physical to schedule your next one.**



## NEW HIRES

Employees hired or rehired on and after June 1, 2025, will automatically receive a medical plan premium discount for 2026. Then, beginning July 2026, you and your enrolled spouse/domestic partner will be required to each earn 2,000 points if you want to retain the full medical plan premium discount for the 2027 calendar year.

## LIFE EVENT

If you have a life event on or after June 1, 2025, and you add your spouse/domestic partner to your medical coverage, your spouse/domestic partner will automatically receive the \$400 discount for 2026 as long as you, the employee, have earned 2,000 points to earn your discount.

# Take Charge of Your Well-being!

Through *Well-being Matters*, Arkema rewards you for prioritizing your well-being.

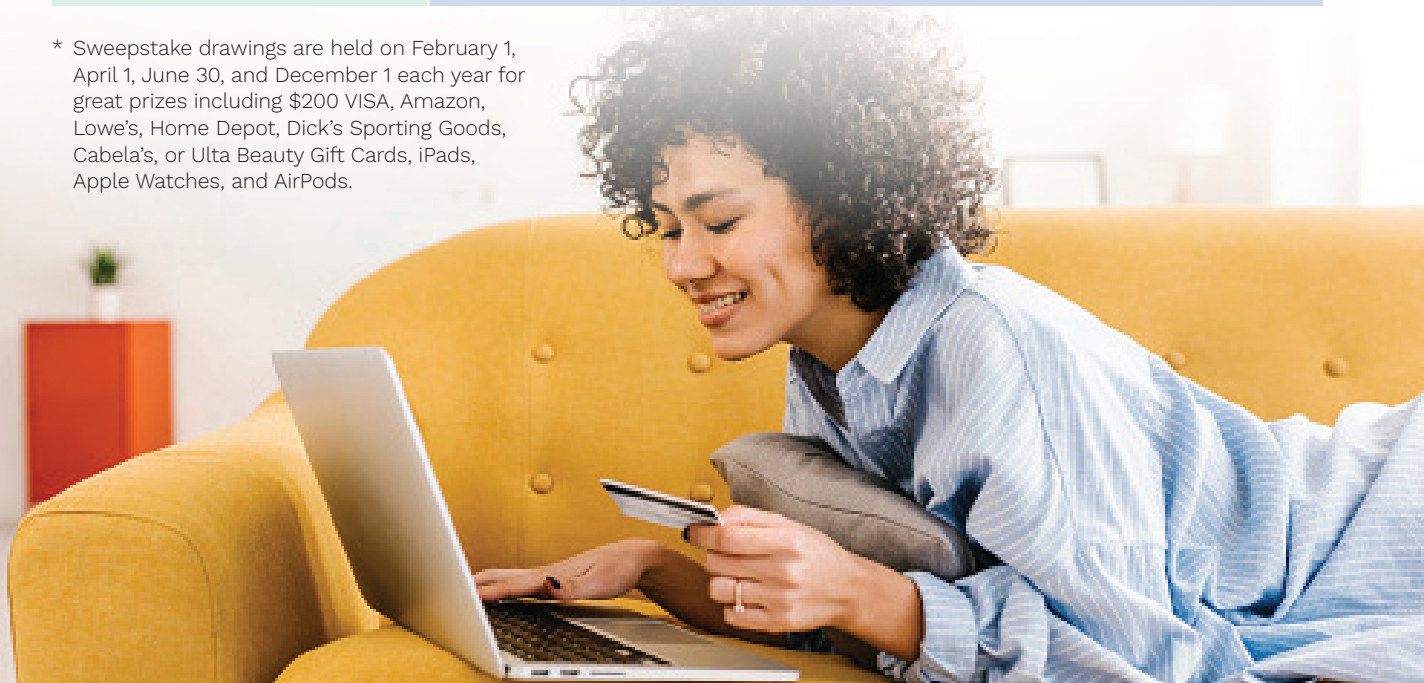
**If you earn at least 2,000 points between July 1, 2025 and November 1, 2025**, you can receive a medical plan premium reduction and be eligible for other prizes like a gift card and entries in sweepstakes.

Visit [mycastlight.com/arkema](https://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 2026	If you waived Arkema medical coverage for 2026
<b>Earn at least 2,000 points by November 1, 2025</b>	Get a discount on your 2026 medical plan contributions: <ul style="list-style-type: none"><li>✓ <b>\$400</b> if you <b>or</b> your covered spouse/domestic partner participates</li><li>✓ <b>\$800</b> if you <b>and</b> your covered spouse/domestic partner both participate</li></ul>	Receive <b>\$200</b> via your paycheck in early 2026.
<b>Earn additional points by June 30, 2026</b>	<b>Earn another 500 points to get a \$50 Amazon gift card or donate to one of three different charities</b> (Habitat for Humanity, American Cancer Society, and 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 30, and December 1 each year.	

\* Sweepstake drawings are held on February 1, April 1, June 30, and December 1 each year for great prizes including \$200 VISA, Amazon, Lowe's, Home Depot, Dick's Sporting Goods, Cabela's, or Ulta Beauty 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 reduction and other prizes** in a way that fits you and your interests.

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

HEALTHY ACTIONS (CONTINUED)

<input checked="" type="checkbox"/> Healthy Action	Points	Frequency
<b>Participate with the Rx Savings Solutions (RxSS) Program</b>		
<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](https://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 SOPHIE AND CARLOS

Sophie and her husband, Carlos, 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.

Sophie's Healthy Actions	Points	Carlos's Healthy Actions	Points
<b>Know Your Numbers</b> Complete the screening View your results through Quest and attest on Castlight	500 100	<b>Know Your Numbers</b> Complete the screening View your results through Quest and attest on Castlight	500 100
<b>Preventive Screenings Attestation</b> Mammography	600	<b>Preventive Screenings Attestation</b> Annual Physical through Virtual Primary Care	600
<b>Completed Well-being Assessment Questions</b>	600	<b>Completed Well-being Assessment Questions</b>	600
<b>Attend Two Fidelity Arkema Webinars</b>	200	<b>Attend Two Fidelity Arkema Webinars</b>	200
<b>Eat Smart:</b> Track your meals (daily for two weeks/ 14 days)	10x14 = 140	<b>Aetna Tobacco Cessation:</b> Complete 4 sessions	200
<b>Volunteer Attestation</b>	100	<b>Healthy Habits</b> Stretch (daily for 3 weeks/21 days)	5x21 = 105
<b>Dental Visit Attestation</b>	100	<b>Livongo Hypertension Management</b> Enroll in Livongo for Hypertension Complete first blood pressure check Complete 5 checks in a month	10 25 25
<b>Get Active:</b> Walk 7,000 steps (daily for two weeks/ 14 days)	7x14 = 98	<b>Tobacco/Nicotine-free Attestation</b>	50
<b>Annual Vision Screening Attestation</b>	50	<b>Participate with the Rx Savings Solutions (RxSS Program)</b> Activate your account	25
<b>Flu Shot Attestation</b>	50	<b>Total Points</b>	<b>2,440</b>
<b>Hinge Health Musculoskeletal Program</b> Watch the Hinge Health Video Complete the Clinical Screener Complete 1 exercise session	5 10 25	If Carlos earns just 60 more points, he can either get a \$50 Amazon gift card or donate to one of three charities.	
<b>Total Points</b>	<b>2,578</b>		
Since Sophie earned more than 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 physical, emotional/mental, financial, and social/community health.

It's a great way to make a positive impact and grow your leadership skills! If you're interested or would like more information, please reach out to [Katherine.Sampson@arkema.com](mailto:Katherine.Sampson@arkema.com) for more information.

Let's champion well-being together!

# 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 healthcare you need 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 health benefits you have 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



APP STORE



GOOGLE PLAY

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](https://mycastlight.com/arkema) or download the Castlight Mobile app from the App Store or Google Play Store today! Scan the QR code to download the app.

