

## NOTICE REGARDING THE DSM BRIGHTER LIVING WELLNESS PROGRAM

DSM offers a voluntary wellness program (the "Program") to all DSM benefits eligible employees as well as their spouse/domestic partner if they are enrolled in a DSM medical plan. The Program is administered according to federal rules permitting employer-sponsored wellness 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. The Program may be modified or terminated by DSM at any time. If you choose to participate in the Program, you will be given an opportunity to complete a voluntary personal health assessment or "PHA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be given an opportunity to earn additional "wellness points" by completing a variety of wellness activities. Some of these activities, like getting an annual physical, may require the disclosure of your medical information or a medical exam. You can also earn wellness points by completing a biometric screening. The biometric screening will measure a number of things, including your height, weight, BMI and blood pressure, and will include a blood test that measures things like your cholesterol, triglycerides and glucose levels.

You are not required to complete the PHA, the biometric screening or these other wellness activities. However, employees who choose to participate in the Program will earn points. Once the accumulated points reach a certain level, you will receive "Pulse Cash" each calendar quarter (the amount ranges from \$5 to \$30) and a \$150 premium credit incentive or credit to your Health Savings Account (HSA). The Pulse Cash incentives that you earn can be used to purchase items in the Virgin Pulse Store or can be cashed out on the Virgin Pulse website for gift cards which can be used at a variety of places. Any Pulse Cash incentives that you redeem will be treated as taxable income. Although you are not required to complete the PHA, biometric screening or the other wellness activities, only employees who do so will have an opportunity to earn these incentives.

If you are unable to participate in any of the health-related activities required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Virgin Pulse at 888.671.9395.

The information from your PHA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks. You may then select activities to participate in to reach your goals. You are encouraged to share your results or concerns regarding your results with your own doctor.

### Protections from Disclosure of Medical Information

The Program is required by law to maintain the privacy and security of your personally identifiable health information in accordance with all applicable laws. The Program is administered by Virgin Pulse. Although the Program and DSM may use aggregate information collected through the Program to design a program based on identified health risks in the workplace, the Program (including Virgin Pulse) will never disclose any of your personal information either publicly or to DSM, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the Program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the 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 as permitted by law to carry out specific activities related to the Program. You may not be asked or required to waive the confidentiality of your health information as a condition of participating in the Program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the Program will comply with the same confidentiality requirements.

Any medical information that is obtained through the Program must be maintained separate from your personnel records, and no information you provide as part of the 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 Program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the Program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact DSM North America Legal & Government Affairs at [james.spielberg@dsm.com](mailto:james.spielberg@dsm.com) 973.257.8312.