



NOTICE REGARDING WELLNESS PROGRAM

Siemens Healthineers Healthy Rewards program is a voluntary wellness program available to employees and spouses or domestic partners who participate in the Health Savings Medical Plan option or the Health Reimbursement Copay Advantage Medical Plan option. 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. If you choose to participate in the Siemens Healthineers Healthy Rewards program, you will be asked to complete a voluntary health risk assessment or "HRA" 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 are not required to complete the HRA.

However, employees, spouses or domestic partners who choose to participate in the wellness program will receive an incentive for completing the HRA. Although you are not required to complete the HRA, only employees and spouses or domestic partners who do so will receive the incentive.

The information from your HRA will be used to provide you with information to help you understand your current health and potential risks; and may also be used to offer you services through the Healthy Focus Program. You also are encouraged to share your results or concerns with your own doctor.

Additional incentives are available for employees and spouses or domestic partners who participate in certain health-related activities such as receiving an annual physical, well woman exam or eye exam. Employees and spouses or domestic partners who are pregnant or who have a serious medical condition may be eligible to participate in the Healthy Focus Maternity and/or Healthy Focus Disease/Care Management Programs and additional incentives. If, due to a medical condition or disability, 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 the Plan Administrator, c/o Siemens Healthineers Benefits Department, 40 Liberty Boulevard, Malvern, PA 19355.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the information collected may be used in aggregate to design a program based on identified health risks in the workplace, your medical information that personally identifies you either publicly or to the employer, will never be disclosed except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness 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 wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. The only individuals who will receive your personally identifiable health information are Siemens Healthineers medical plan administrators and their partners in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, medical information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. 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 wellness program, we will notify you in accordance with the law.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness 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 the Siemens Healthineers Benefits Center (SHBC) at 1-833-935-3328, weekdays from 10 a.m. to 6 p.m. Eastern Time.