

## **Notice to Employees About Wellness Plans**

This is only intended to provide an overview of The Mosaic Company wellness program offered to U.S. eligible employees. Complete details about the program will be included in the summary plan descriptions and plan documents. Mosaic reserves the right to change or end the program at any time. Mosaic's wellness program, part of the Mosaic Comprehensive Welfare Benefit Plan, is completely voluntary and available to all employees. If you think you might be unable to meet a standard for an incentive under this wellness program, you might qualify for an opportunity to earn the same incentive by different means.

The privacy and security of your personally identifiable health information is maintained pursuant to law. Information from your voluntary online health assessment and results from your personal health screening 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 wellness program. Although we may use aggregate information collected to design a program based on identified health risks in the workplace, the wellness program will never disclose any of your personal information either publicly or to Mosaic, 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 may never be used to make decisions regarding your employment. 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. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements.

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 Virgin Pulse at 888-671-9395 or Mosaic HR Connect at 855-660-6947.