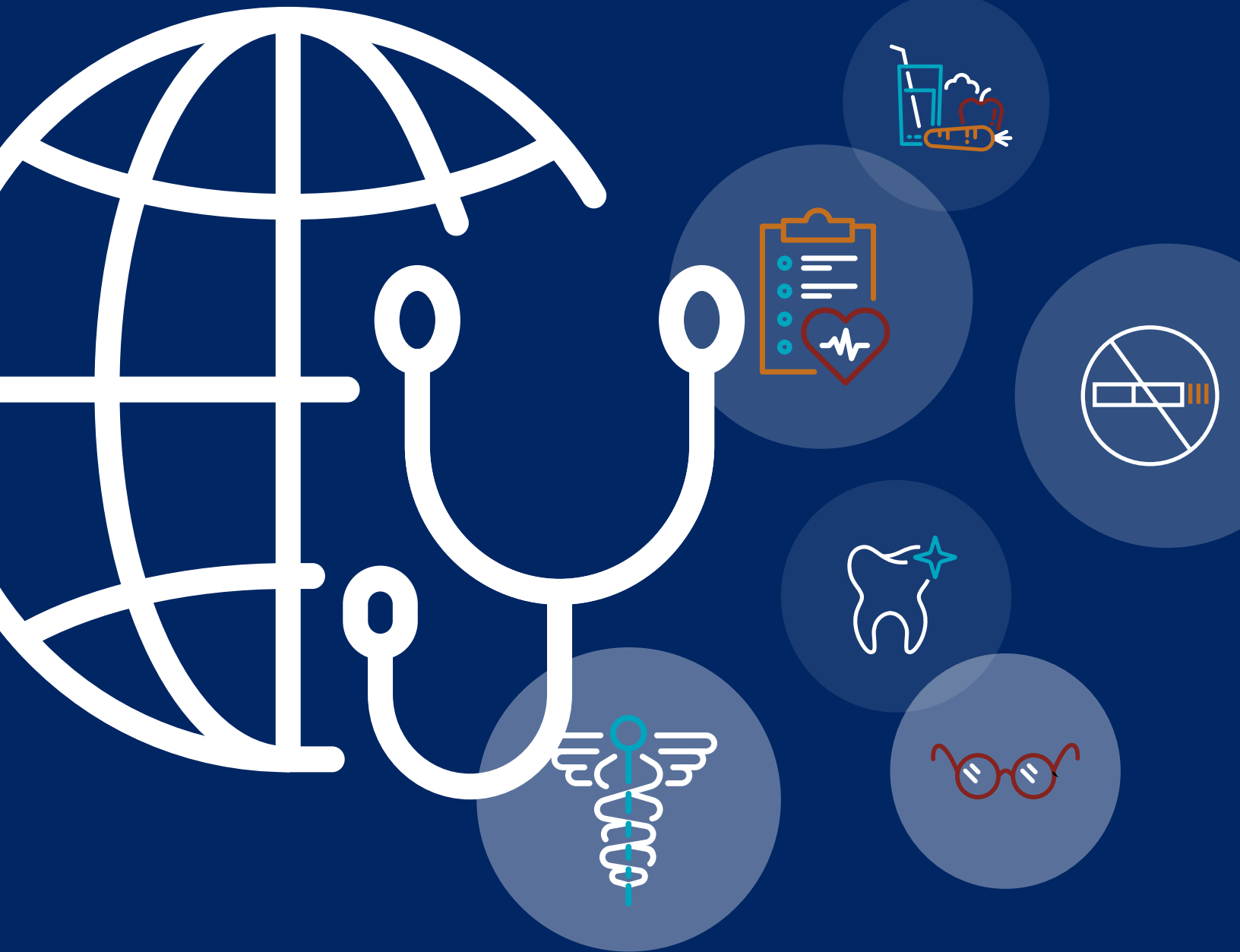


Journey to Wellness Program



TRELLEBORG



The Trelleborg Journey to Wellness Program



Trelleborg is committed to helping you achieve your best health and your best self. That's why we've partnered with Health Advocate to provide the Journey to Wellness Program.

Discover your path to well-being and take charge of your health by taking advantage of the activities and resources available with Health Advocate. We challenge you to make your well-being a priority.

Why is wellness important? Most people know that healthier people in general are happier and more productive. It's also true that the healthier you are, the lower your healthcare costs usually are. But did you know that lowering your healthcare costs can lower them for all employees? Medical insurance rates are determined by total healthcare costs of everyone in that group. The more employees that can decrease their healthcare costs by being healthier helps keep insurance rates from increasing.

Trelleborg rewards you for doing wellness activities. Some activities include completing an Annual Physical with a doctor and your Personal Health Profile online to educate you on your own health. These activities and others are preventative measures to manage your overall well-being. Good health is a win for you and a win for Trelleborg!

HealthAdvocateSM



Studies show that people with an ongoing relationship with a primary care doctor have healthier lives!

Program Basics



Eligibility

The Journey to Wellness Program is available to all employees and spouses enrolled in a medical plan. To be eligible for premium credits and medical plan rewards, you must be an active medical plan participant who is receiving a paycheck at the time the credits and rewards are issued. If you are a terminated employee who is actively enrolled through COBRA, you are also eligible to receive these rewards.

New Hires or Newly Covered Employees

Gatekeeper requirements are mandatory for any employee or spouse active in a Trelleborg medical plan on July 1, 2023 or earlier. Any employees or spouses who started their active coverage on July 2 or later (including temp conversions) will not be required to complete the Gatekeeper requirements this year, meaning they will not be penalized in the 2024 plan year.

Health Advocate Portal

You and your spouse must log in separately to the secure portal or app with Health Advocate to view a list of all available wellness activities that you can complete to earn rewards. Employees and spouses enrolled in a Trelleborg medical plan must both complete the Gatekeeper requirements by 9/30/2023 to receive program rewards in 2024.



It's easy to register you and your spouse with Health Advocate.

1. Go to healthadvocate.com/trelleborg.
2. Click REGISTER NOW.
3. Each of you must complete all necessary fields and accept the Privacy Statement and Terms and Conditions.
4. Sign in using the username and password you created and be sure to verify your account through the email address you provided. (Use these credentials when logging in via the mobile app, too.)
5. For extra security to your account, you can also then set up a two-factor authentication.

Your spouse will need to establish their own account using these same steps.

You can also download the mobile app from the App Store or Google Play.

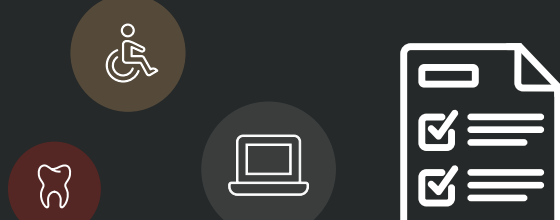


App Store



Google Play

Gatekeeper Requirements



An employee and their medically enrolled spouse both must complete the following three Gatekeeper activities between 10/1/2022 and 9/30/2023 to receive wellness rewards for 2024.

2023 Gatekeeper Requirements



ANNUAL PHYSICAL

Complete your annual physical with your physician. Physical exams help you stay on top of your health and ensure you're up to date on important preventive measures. Exams between 10/1/2022 and 9/30/2023 count for credit. Points are awarded automatically and will appear in the Health Advocate system typically six weeks after completion.



PHYSICIAN FORM/HEALTH SCREENING RESULTS

Take charge of your health by knowing your numbers! Take the Health Advocate physician form to your Annual Physical appointment. Your doctor will complete the form with your lab results and send it to Health Advocate. Your results will be securely loaded into your Health Advocate portal. To download the physician form go to the **To Do List** or click on **Schedule a Health Screening** from the **"I would like to..."** menu on your Health Advocate portal. Exams between 10/1/2022 and 9/30/2023 count for credit. Results typically appear in the portal within two days of submission to Health Advocate.



PERSONAL HEALTH PROFILE (PHP)

Complete this online questionnaire to get personalized tips to help improve your health and well-being. The PHP must be completed between 10/1/2022 and 9/30/2023 through your Health Advocate member portal or through the app. To access the PHP go to the **To Do List** on your Health Advocate portal. Questionnaires completed after 9/30/23 will NOT be accepted.

2024 Wellness Rewards



REWARDS

After completing the Gatekeeper requirements, you and your enrolled spouse can earn these rewards in 2024 (please note that the rewards are paid out to the employee through employee payroll in the following ways):

- **HDHP Plan Participants:** Trelleborg will deposit money into the employee's Health Savings Account (HSA)
 - \$600 for Employee Only coverage
 - \$1,200 if enrolled in any level of Family coverage
- **PPO Plan Participants:** The employee will receive 2024 premium relief
 - \$300 for those enrolled in Employee Only coverage
 - \$600 if enrolled in any level of Family coverage

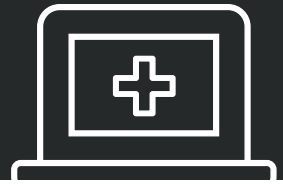
Your Responsibility

2024 medical plan rewards are only given if both the employee and medically enrolled spouse complete the Gatekeeper requirements.

It is your responsibility to ensure all of the activities you and your spouse complete by the September 30th deadline are uploaded and visible on your Health Advocate profile no later than October 31st. We will not be making exceptions in 2024 for missing information. Check the portal regularly until you see full completion of the Gatekeeper requirements for you and your spouse.



Additional Reward Activities



Once the Gatekeeper requirements are met, you can **earn additional reward dollars towards** your employee's 2024 plan premiums by completing any of the following activities for which you qualify. Your reward dollars are tracked on the Health Advocate site as points (ex. **200 points = \$200 additional reward credits** in 2024).

Preventive Care Exams

Stay on top of your health by completing the preventive care exams as recommended by the Center for Disease Control (CDC). Exams are both gender and age based. Visits occurring between 10/1/2022 and 9/30/2023 qualify for points. Earn 50 points for each of these exams (up to a maximum of 200 points per year for these exams):

- Breast Cancer Screening
- Cervical Cancer Screening
- Colon Cancer Screening
- Osteoporosis Screening
- Preventive Dental Visit
- Prostate Cancer Screening
- Skin Cancer Screening
- Vision Exam

Points are awarded automatically and will appear in the Health Advocate system typically six weeks after completion.

Real Appeal Weight Loss Program

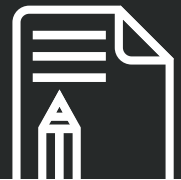
Real Appeal can help you reach your goals with:

- A Transformation Coach who leads weekly online group sessions
- Online tools to help track your food, activity, and weight loss progress
- A Success Kit with recipes, scales, workout DVDs, and more.

Real Appeal is available at no cost to all employees and spouses enrolled in a Trelleborg UnitedHealthcare plan who have a BMI of 23 or higher. Employees and covered spouses who complete a personalized session and nine coaching sessions between 10/1/2022 and 9/30/2023 are eligible for **100 points**. Join Real Appeal by going to enroll.realappeal.com



Accessing Your Health Resources



How to Complete an Annual Physical and Physician Form

The **Annual Physical** should be completed by a primary care physician (PCP) within the UHC Choice Plus Network.

The **Physician Form** with lab results should also be completed at your annual physical by the doctor, then sent by fax or email to Health Advocate and showing in their system.

Both the Annual Physical and Physician Form are part of the **Gatekeeper requirements** (pg.4).

United HealthCare's Network

Both United HealthCare (UHC) plans use the same UHC Choice Plus network and cover certain in-network preventive care at 100%.*

The Trelleborg medical plans feature a network of doctors, pharmacists and/or other providers who have agreed to provide services at a discounted price. When you use in-network providers, you pay less out-of-pocket. If you choose an out-of-network provider you will still be covered, but you may incur out-of-pocket costs, and you may be subject to balance billing by the providers.

**As long as your doctor codes it as Preventive Care and it is appropriately based on age and gender.*

Health Advocate can help you find a local physician within the network and can even make an appointment for you. Visit healthadvocate.com/trelleborg or call 866-799-2731.



Virtual PCP Option New this Year

A primary care provider (PCP) is the doctor who knows you best, the one you turn to for everything from routine checkups to help with chronic or complex health conditions. Now, through myuhc.com or the UHC app, you have the option to choose to connect remotely with a virtual PCP and their team of health care professionals.

You can see the same virtual PCP for:

- Annual physicals (lab work would need to be completed before appointment)
- Preventive care
- Follow-up visits
- Checkups for ongoing conditions like asthma, diabetes, and more

Benefits of virtual primary care include:

- A provider you can see on an ongoing basis who will know your personal health story
- A Care Team who'll guide you, when needed, to in-person care such as labs, imaging, specialists and more
- A provider who'll work with you and follow up to ensure you're taken care of

Find your virtual PCP by signing in to myuhc.com or the UHC app, or learn more about virtual primary care by going to uhc.com/virtualcare



Remember, it is your responsibility to ensure all of the activities you and your spouse complete by September 30th are uploaded into and on your Health Advocate profile by October 31st to receive credit.

Tobacco Surcharge & Cessation Program



Tobacco Surcharge

In 2023 there is a bi-weekly surcharge for employees and spouses enrolled in a Trelleborg medical plan that use tobacco/nicotine. The tobacco/nicotine surcharge will apply as follows:

- Employee only tobacco/nicotine user: \$23.00 bi-weekly
- Spouse only tobacco/nicotine user: \$23.00 bi-weekly
- Employee and Spouse tobacco/nicotine users: \$46.00 bi-weekly

Tobacco Cessation Program

If you or your enrolled spouse are a tobacco/nicotine user, **the 2023 tobacco and nicotine surcharge can be 100% reimbursed by completing the 12-week Tobacco and Nicotine Cessation program by September 30, 2023.** The Health Advocate Tobacco and Nicotine Cessation Program can be completed online or with a Wellness Coach.



Get started today!

- Call 866.799.2731 and ask to speak with a Wellness Coach as part of the Tobacco/ Nicotine Cessation Program.
- Go online or the app to enroll. Select “Wellness Workshops” from the Well-Being drop-down, then scroll until you find the Tobacco/ Nicotine Cessation Program icon, and click “Start Now”

Tobacco Cessation Frequently Asked Questions

Q: How long will the Tobacco/Nicotine Cessation program take to complete?

A: The program will take 12 weeks to complete. You will need to start the program with enough time to complete it by the deadline of September 30, 2023 to have the surcharge removed and refunded.

Q: What if I complete the cessation program, but am not able to quit tobacco/nicotine?

A: The Tobacco/Nicotine Cessation program is meant to support you to help you quit, but you will earn credit for completing the program, not for quitting.

Q: Does the Nicorette gum or the Patch count as nicotine use?

A: Yes, since these products contain nicotine. To avoid the surcharge, you will need to complete the Tobacco/ Nicotine Cessation program through Health Advocate.

Q: What if I quit smoking or using tobacco/nicotine products mid-way through the year on my own, do I still need to complete the cessation program to have the surcharge removed?

A: Yes. Even if you quit on your own, you will need to complete the cessation program through Health Advocate to have the surcharge removed and refunded.

Q: What if I am not interested in quitting tobacco/ nicotine, can I still have the surcharge removed?

A: Even if you do not quit, you can still complete the Tobacco/Nicotine Cessation program through Health Advocate to have the surcharge removed and refunded.

Wellness Frequently Asked Questions



Q: How do my spouse and I register for our own separate accounts on the Health Advocate website?

A: Follow these simple steps to register:

1. Visit HealthAdvocate.com/Trelleborg
2. Register for the website by clicking on “**Register Now**”
3. Enter the required information, confirm your registration, then log in

Q: What if I am unable to fulfill a requirement of the incentive program?

A: We are committed to helping you achieve your best health. If you think you might be unable to meet a certain standard for points under this program, you may be able to earn the same points by a different means. Please contact Health Advocate for more information.

Q: What are some common wellness goals Health Advocate supports?

A: Health Advocate can help you reach goals in areas such as weight loss, fitness, nutrition, tobacco and nicotine cessation, mindfulness, stress management, prevention and management of chronic disease, and so much more!

Q: How long will it take for my preventive care exams to be captured in Health Advocate’s system?

A: It can take up to 3 months for the exams to show within the member portal after your date of service. That is why we recommend you schedule your appointments prior to June 30th to allow time for the claims to process.

Q: Will my information and interaction with Health Advocate remain private?

A: Your medical and personal information is kept strictly confidential. The staff carefully follows protocols and complies with all government privacy standards.

Q: Will my Personal Health Profile results be shared with my employer?

A: Health Advocate has a secure and private member portal. Trelleborg does not have access to your individual questionnaire responses or private information.

Q: Why will exceptions no longer be made for documentation that is not uploaded by the deadline?

A: It has become too challenging to accept documentation past the program deadline. We feel like proper notification and time has been provided regarding the deadline. To manage the program, we must abide by the established deadline and you are responsible for adhering to the rules of the program.

Q: When is Health Advocate available?

A: Health Advocate is available 24/7 through the website or mobile app. Normal business hours are Mon-Fri 8AM - 10PM ET. Wellness Coaches are available for the Tobacco Cessation Program weekdays from 8AM - 9PMET. Staff is available for assistance after hours and on weekends.

**Contact Health Advocate,
Your One-Stop Resource-Shop.
Visit healthadvocate.com/trelleborg
or call 866-799-2731.**



Remember, it is your responsibility to ensure all of the activities you and your spouse complete by September 30th are uploaded into and on your Health Advocate profile by October 31st to receive credit.