New health and wellness activities available as of May 1, 2020

Employees (and their covered spouse or domestic partner) enrolled in the Copay Plan with HRA, Higher Use Plan with HSA, Lower Use Plan with HSA, Narrow Network Plan with HSA, or an HDHP – Kaiser plan option can earn health and wellness dollars to be deposited to your health savings account (HSA) or allocated to your health reimbursement account (HRA), as applicable, after completing certain health and wellness-related activities. Effective May 1, 2020, two new activities are available, and there’s a new way to complete your biometric screening.

Additional health and wellness activities available as of May 1, 2020

The activities listed in the table below are added to the “Health and wellness activities” section starting on page 2-34 in “Chapter 2: Medical Plans” in the Benefits Book.

<table>
<thead>
<tr>
<th>Activity Description</th>
<th>Action</th>
<th>Dollar Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Game Changers and Trophy Tourney Challenges</td>
<td>Achieve ‘Silver Status’ in a challenge</td>
<td>$50 each (up to four per year, $200 combined maximum)</td>
</tr>
<tr>
<td>Track activities like yoga, swimming, mindfulness, and more. Available exclusively on the Rally mobile application.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Well-being Quizzes</td>
<td>Complete three quizzes</td>
<td>$150</td>
</tr>
<tr>
<td>Test your knowledge and learn more about your well-being by completing Rally’s quizzes on the Rally website or mobile app.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: The deadline to complete health and wellness activities is November 15, 2020, to earn health and wellness dollars for the 2020 plan year.
Biometric screenings

New option for biometric screenings

In the “Biometric screenings” section on page 2-37 in Chapter 2: Medical Plans in the Benefits Book, the option to complete a biometric screening using a new at-home screening kit option has been added. The second paragraph on Page 2-37 and replaced with the following as of May 1, 2020.

Biometric screenings can be completed in one of four ways between May 1, 2020 and November 15, 2020:

1. You can request an at-home self-collection kit online to have mailed directly to you. To request a self-collection kit sign on to the Rally website. Self-collection kits must be ordered by November 1, 2020, to allow for processing time. Kits returned for processing must be post-marked by Saturday, November 14, 2020.
2. Receive your screening from your personal physician.
3. Visit a CVS MinuteClinic location, if available, and receive your screening. (Kaiser members do not have access to MinuteClinic locations and must obtain their screening through a personal physician or an at-home self-collection kit.)
4. Make an appointment to receive your screening at a Quest Diagnostics Patient Service Center. A Physician Results form is not needed at these locations.

How to change your biometric screening option

The option you choose for completing your biometric screening is tracked by Quest Diagnostics (“Quest”), the partner for processing the biometric screening activity. If you change your mind and decide you want to choose a different option to complete your biometric screening, you must first cancel your previously selected option. For example, if you previously scheduled an appointment at an on-site biometric screening event or downloaded a Physician Results form (to be completed at a physician appointment) and would like to order a self-collection kit, you must cancel the other option before you can order a self-collection kit. Similarly, if you order a kit and change your mind and decide you’d prefer to complete the screening at your physician’s office, you must cancel the kit option before you can download a Physician Results form.

To cancel a biometric screening option and select a new option, follow these steps:

1. Log into Rally from Teamworks.
2. Select “Resources” on the Rally dashboard.
3. Click on the “Get Started” link on the “Get Screened - Earn Rewards” box. You will be directed to the Quest website.
4. In the “Scheduled” section click on the “Cancel” button to cancel your current option for completing a biometric screening. You will be asked if you really want to cancel and then click on “Yes”.

5. You will automatically be directed to the “Biometric Screening” home page and then you can choose the screening method you prefer.

Summary of Material Modifications

This “New health and wellness activities available” document is a Summary of Material Modifications (SMM) for the Wells Fargo & Company Health Plan (the Health Plan) and is intended to notify you of important updates made to the Health Plan. This SMM, effective May 1, 2020, is added to and modifies the Health Plan Summary Plan Description (SPD), which is provided in the Benefits Book, Effective January 1, 2020 (this SMM specifically updates Chapter 2: Medical Plans, the “Health and wellness activities” section starting on page 2-34 of the Benefits Book). All other plan provisions apply.

Questions

For questions about wellness-related activities or earning health and wellness dollars, please call Optum at 1-877-543-4294.

The information presented in this communication does not contain all of the official plan provisions of various Wells Fargo & Company employee benefit plans. Refer to each plan’s Summary Plan Description (SPD) contained in the Benefits Book for other applicable plan provisions. For fully insured plans or coverage options (including HMOs), please also refer to the applicable SPD and insurance policy or group contract prepared and provided by the insurer. The official plan documents are controlling as to plan provisions not addressed in this communication. In the event of errors or omissions in such materials, the plan administrator or its authorized designee reserves the right to correct such errors.

Wells Fargo & Company reserves the unilateral right to amend, modify, or terminate any of its benefit plans, programs, policies, or practices at any time, for any reason, with or without notice. Any such amendment, modification, or termination may apply to both current and future participants, covered spouses or domestic partners, covered dependents, and beneficiaries. Participation in the plans does not constitute a guarantee or contract of employment with Wells Fargo.