

MEMO



TO All HII Employees
FROM Edmond E. Hughes
DATE Aug. 5, 2025
RE 2025-2026 Know Your Numbers Program

Dear HII Teammates,

At HII, we remain committed to supporting the health and wellbeing of our employees. We believe that when you feel your best, you are best equipped to succeed — both professionally and personally.

As part of this commitment, we invite you to participate in the annual Know Your Numbers program. This initiative is designed to provide you with important information about your health, including key metrics such as blood pressure, cholesterol and blood sugar levels. Gaining awareness of these numbers can help you make informed decisions and take proactive steps to maintain or improve your health.

In addition to the personal health benefits, program participants may be eligible to save \$600 annually on their medical insurance premium, or be entered into a quarterly incentive drawing.

The program runs annually from July 1 through March 31, and consists of a Health Check Survey and a Biometric Health Screening. Eligible employees must complete both of these program requirements by March 31, 2026 to secure \$600 in savings on their HII Anthem medical insurance premium starting July 1, 2026.

The program is administered by QuadMed, HII's wellness program administrator and operator of the HII Family Health Centers.

To learn how to complete the program visit myquadmed.com/hii/kyn/.

Eligibility

All HII employees are eligible and encouraged to participate in the Know Your Numbers program. Employees not represented by a collective bargaining agreement (Union), who are enrolled in an HII Anthem plan, can qualify for a Know Your Numbers discount of \$600 on their HII Anthem medical insurance premium if they complete both the Health Check Survey and the Biometric Health Screening by the March 31 program deadline.*

The program does not impact medical premiums for employees represented by a collective bargaining agreement (Union) or for employees enrolled in a medical plan other than an HII Anthem plan.*

Participating employees who do not qualify for the Know Your Numbers premium discount will be entered into a quarterly drawing.

**Mission Technologies employees represented by a collective bargaining agreement, who are enrolled in an HII Anthem medical plan, are eligible to receive the Know Your Numbers discount if they complete the program requirements by March 31, 2026.*

Best Regards,

Edmond E. Hughes
Executive Vice President and Chief Human Resources Officer