

**SUMMARY OF MATERIAL MODIFICATIONS  
TO THE  
BENEFITSPLUS 401(k) PROFIT SHARING PLAN**

Your Employer has amended the **BenefitsPlus 401(k) Profit Sharing Plan** (the “Plan”) effective as of February 1, 2025. This is a brief summary of the amendment. The Plan document will govern all situations concerning the provisions of the Plan. This summary is not a part of the Plan document.

Your Summary Plan Description (“SPD”) is modified to reflect changes made in connection with the mergers of the TAG Worldwide (USA) Inc. 401(k) Savings Plan and the Shift7 Digital 401(k) Plan into the Plan.

1. The section on pages 12 through 15 of the SPD titled **Other Protected Benefits, Grandfathered, and Superseding Plan Provisions** is modified to add the following provisions to the end of this section to read as follows:

- **Shift7 Digital 401(k) Plan Merged Accounts.** (a) If you are a Participant who was employed by the Employer on February 1, 2025 or who terminated employment prior to February 1, 2025 but you have a balance in your prior Non-Safe Harbor Matching Contribution Account in the Shift7 Digital 401(k) Plan (the “Shift7 Plan”), the prior Non-Safe Harbor Matching Contribution Accounts that were merged into this Plan from the Shift7 Plan on or about February 1, 2025 are subject to the following Vesting schedule:

1 Year of Vesting Service .....33% Vested  
2 Years of Vesting Service.....67% Vested  
3 Years of Vesting Service.....100% Vested

(b) The prior Safe Harbor Profit Sharing Contribution Accounts that merged into this Plan on or about February 1, 2025 remain 100% Vested.

- **TAG Worldwide (USA) Inc. 401(k) Savings Plan.** (a) If you are a Participant who was employed by the Employer on February 1, 2025 or who terminated employment prior to February 1, 2025 but you have a balance in your prior Non-Safe Harbor Matching Contribution Account and/or prior Non-Safe Harbor Profit Sharing Contribution Account in the TAG Worldwide (USA) Inc. 401(k) Savings Plan (the “TAG Plan”), the prior Non-Safe Harbor Matching Contribution and Non-Safe Harbor Profit Sharing Contribution Accounts that were merged into this Plan from the TAG Plan on or about February 1, 2025 are subject to the following Vesting schedule:

1 Year of Vesting Service .....33% Vested  
2 Years of Vesting Service.....67% Vested  
3 Years of Vesting Service.....100% Vested

(b) The prior Safe Harbor Matching Contribution Accounts that merged into this Plan on or about February 1, 2025 remain 100% Vested.

2. The section on page 23 of the SPD titled **Disability** is modified to read as follows:

**Disability.** Disability is a physical or mental impairment you suffer after you become a Participant in the Plan (and while you are still an employee) (a) which, in the opinion of the Social Security Administration, qualifies you for disability benefits under the Social Security Act in effect on the date that you suffer the mental or physical impairment; or (b) which, in the opinion of the insurance company, qualifies you for benefits under an Employer-sponsored long-term disability plan which is administered by an independent third party.

If you were a Participant in the TAG Worldwide (USA) Inc. 401(k) Savings Plan (the “TAG Plan”) that merged into this Plan on or about February 1, 2025, and you were determined to be Disabled under the TAG Plan as of February 1, 2025, the following definition of Disability will continue to apply to you: Your physical or mental condition resulting from bodily injury, disease, or mental disorder which renders you incapable of continuing usual and customary employment with the Employer, as determined by a licensed physician.

*This summary page should be filed with the Summary Plan Description booklet that has previously been distributed.*