

SUMMARY OF MATERIAL MODIFICATION FOR HEALTH & WELFARE AND SAVINGS PLANS

Notice of Changes to the Transform Health & Welfare Plan

This Notice of Changes to the Transform Health and Welfare Plan (which includes the Medical Plan, Dental Plan, Vision Plan, Short Term Disability Plan, Long Term Disability Plan, Company Paid Life Insurance Plan and Optional Life Insurance Plan, among other benefit programs) (the “Health & Welfare Plan”) is intended to constitute a *Summary of Material Modifications* with respect to the Transform Health and Welfare Plan, in accordance with applicable regulations under the Employee Retirement Income Security Act (“ERISA”), as amended, with respect to those benefit programs which are subject to ERISA.

Notice of Changes to the Medical Plan Design

The Transform Midco Medical Plan (the “Medical Plan”) is a participating program under the Welfare Benefit Plan. The Medical Plan is made up of different coverage options. This notice summarizes the 2026 medical plan offering in Hawaii.

The following changes become effective January 1, 2026:

- HMSA will no longer be offered in Hawaii
- Kaiser KP220 (Basic Plan) and KP420 (Enhanced Plan) will be offered as a full replacement in Hawaii

Notice of Supplemental Medical Carrier Enhancement

Supplemental Medical Plans: Effective January 1, 2026, associates can elect to enroll in the MetLife Connected Benefits integration, available to those enrolled in company medical BCBSIL and Supplemental Medical Plans. The Connected Benefit enrollment will be a voluntary enhancement executed through an email authorization.

Tobacco Surcharge

Tobacco Cessation Program: As a reminder, the Medical Program is committed to helping you achieve your best health. Rewards for participating in the Tobacco Free program are available to all associates. If you think you might be unable to meet the standards to receive the Tobacco Free Credit, you might qualify for an opportunity to earn the same reward by different means. Contact the Transform Benefits Center at 1-888-887-3277 and we will work with you (and, if you wish, with your doctor) to find an alternative with the same reward that is right for you in light of your health status.

Notice of Changes to the HSA and FSA

This notice summarizes the 2026 plan changes and annual contribution limits specified by the U.S. Internal Revenue Service under the Health Savings Account and Healthcare Flexible Spending Account.

Health Savings Account “HSA” Contribution Limit Change: For 2026, you can save up to \$4,400 if you cover just yourself or \$8,750 if you cover yourself and your family. If you’re age 55 or older (or will turn age 55 during the 2026 plan year), you can also make additional “catch-up” contributions to your HSA up to \$1,000.

- As a reminder, the Health Savings Account (HSA) has Employer Matching Contributions - Individual \$250, \$500, \$750 and Family \$1,000, \$1,500 (matching contribution will require associate participation of the minimum dollar amount (Individual \$250, \$500, \$750 and Family \$1,000, \$1,500) with matching contributions deposited to active associate’s account on a quarterly basis).

Healthcare Flexible Spending Account “FSA” Contribution Limit Change: For 2026, the maximum contribution increases to \$3,400. If you are carrying over any unused FSA amounts from 2025 (up to a maximum of \$660), the carryover amount will not affect this maximum contribution limit. In 2026, the announced carryover for any unused FSA amount at the end of the calendar year will be \$680.

Dependent Care Flexible Spending Account “DCFSA” Contribution Limit Change: For 2026, the maximum contribution increases to \$7,500.

SUMMARY OF MATERIAL MODIFICATION FOR HEALTH & WELFARE AND SAVINGS PLANS

Notice of Changes to the Commuter Benefit Program

This notice summarizes the 2026 annual contribution limits specified by the U.S. Internal Revenue Service under the Commuter Benefit Program.

Effective January 1, 2026, the limit for transit and/or vanpooling expenses is \$340 per month and the limit for qualified parking expenses is \$340 per month. The Commuter Benefit Program is not a welfare benefit plan for purposes of ERISA. It is a tax-advantaged benefit that Transformco can offer to associates under a specific section of the Internal Revenue Code.

Notice of Changes to the Savings Plans

Contribution Limit Changes:

- The 2026 annual before-tax and Roth 401(k) contributions limit for the Transform 401(k) Savings Plan set by the U.S. Internal Revenue Service will increase to \$24,500.
- As required by the SECURE 2.0 Act, effective January 1, 2026: participants age 50 or older whose prior-year FICA earnings exceed the IRS limit of \$150,000 must make all catch-up contributions to the Transform 401(k) Savings Plan as Roth 401(k) catch-up contributions. Before-tax catch-up contributions will not be permitted for these participants.
- The 2026 catch-up contribution limit for participants age 50 and older will increase to \$8,000. However, those with prior-year FICA earnings above the IRS limit of \$150,000 are restricted to Roth 401(k) catch-up contributions only.
- The 2026 limit on catch-up contributions for the Transform 401(k) Savings Plan, applicable to participants ages 60-63, will remain \$11,250.
- At the time this document was created, the 2026 limits for before-tax contributions and catch-up contributions under the Transform Puerto Rico Savings Plan had not yet been announced by the Puerto Rico Treasury Department.

This Notice of Changes to the Savings Plans is intended to constitute a summary of material modifications with respect to the Savings Plan, in accordance with applicable regulations under ERISA.

Note: Puerto Rico associates are offered, if eligible, participation in the Puerto Rico Savings Plan sponsored and maintained for Puerto Rico associates.

Si tiene dificultad en comprender el inglés, la Compañía proveerá ayuda para explicarle esta información.

Si desea ayuda, consulte a su gerente de unidad o su representante de Recursos Humanos.

If you have difficulty in understanding the English language, assistance to aid your understanding of these reports will be provided by the Company. Please ask your unit manager or Human Resources representative if you desire such assistance.