



Employee Benefit Plan Summary of Material Modifications

Benefits Summary: What's New for 2026

This document summarizes important changes to The Langdale Company Employee Benefit Plan. If you have any questions regarding the changes summarized in this Summary of Material Modifications (“SMM”), you should contact the Plan Administrator at the contact information provided below. You should keep a copy of this SMM with your Summary Plan Description for future reference.

The Langdale Company (“Langdale”) sponsors The Langdale Company Employee Benefit Plan (the “Plan”). The Plan provides eligible Langdale employees with various health care benefit coverage options, as provided by the Plan’s Summary Plan Description and Plan Documents.

If there is a conflict between this Benefit Summary and the Plan’s Summary Plan Description (SPD), the SPD will control.

Summary of Changes:

The following is a description of changes made to the **Health Plan**:

1. **Section 5. Schedule of Benefits.** **The following services are no longer considered Preventive/Wellness benefits:**

- Vitamin D supplementation

The Health Plan will cover Vitamin D2 and D3 when obtained Over-The-Counter (OTC).

2. **Section 5. Schedule of Benefits.** **The following section was updated:**

- SleepCharge Program Benefits

The name “SleepCharge” was replaced with “Sleep Program.”

3. **Section 6. Additional Coverage Details.** **The following item was removed in its entirety:**

- Item (5) Gastric Sleeve Surgery

4. **Section 9. Wellness Program.** **The following wellness programs were removed:**

- Tobacco Cessation Program
- Health Risk Assessment Program & Biometric Screening

5. **Section 11. Plan Exclusions.** **The following exclusions were updated:**

- Item (48) Non-Prescription Drugs

The following sentence was added: “Except for Vitamin D2 and D3 supplementation.”

- Item (52) Obesity

The following sentence was removed: “This Plan offers limited bariatric benefit, refer to Gastric Sleeve Surgery in Section 6. Additional Coverage Details.”

6. **Section 12. Prescription Drug Benefits.** **The following exclusion was updated:**

- Non-legend/Over-the-counter medications

The following sentence was added: “Except for Vitamin D2 and D3 supplementation.”