

AMENDMENT AND SUMMARY OF MATERIAL MODIFICATION TO THE WELLSKY HEALTH AND WELFARE PLAN

Section 7.1 of the WellSky Health and Welfare Plan (“the Plan”) provides that the Employer may amend the Plan at any time. In accordance with the terms of such provision, the Plan is hereby amended as reflected in this document. This Amendment supersedes any conflicting provision, predating the effective date of this Amendment, of this Plan.

NOW, THEREFORE, the Plan is amended as follows:

A. Effective January 1, 2026 the Appendix A: Component Benefit Plans is updated as follows:

Component Program	Insured or Self-Insured	Insurance Carrier or Administrator
Basic Life & AD&D	Insured	The Standard
Voluntary Life & AD&D	Insured	The Standard
Short-Term Disability	Self-insured	The Standard
Long-Term Disability	Insured	The Standard
Employee Assistance Program	Insured	Spring Health

B. In all other respects, the Plan shall remain in effect.

IN WITNESS WHEREOF, the undersigned has caused this amendment to be adopted effective as of the date(s) set forth herein.

WellSky Corporation

By: Lisa Patel

Title: Sr. Benefits & Wellness Manager

Date: 2/10/2026