Summary Annual Report For
Engineered Plastic Components, Inc. Group Benefits Wrap Plan

This is a summary of the annual report of the Engineered Plastic Components, Inc. Group Benefits Wrap Plan, Plan No. 501, Employer ID #42-1423727, for the plan year January 1, 2025 through December 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Engineered Plastic Components, Inc. has committed itself to pay certain Health claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Blue Care Network of Michigan, Wellmark Blue Cross and Blue Shield of Iowa, Metropolitan Life Insurance Company, Vision Service Plan and Hartford Life and Accident to pay certain Health, Prescription Drug, Dental, Vision, Life Insurance, Short Term Disability, Long Term Disability, Accidental Death & Dismemberment, Accident, Critical Illness and Hospital claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2025 were $3,993,190.

Because the Wellmark Blue Cross and Blue Shield of Iowa contract is a so called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2025, the premiums paid under such "experience-rated" contracts were $2,916,669 and the total of all benefit claims paid under these experience-rated contracts during the plan year was $1,515,900.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call Engineered Plastic Components, Inc., who is the Plan Administrator, at 1408 Zimmerman Drive South, Grinnell, IA 50112; 641-236-3100. The charge to cover copying costs will be $11.50 for the full annual report, or $0.25 per page for any part thereof.

You also have the legally protected right to examine the annual report at the main office of the plan: 1408 Zimmerman Drive South, Grinnell, IA 50112, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.